



# **GENDER PAY GAP**

## **MWP Report**

**December 2024**

**13505-6032 Rev A**

# Overview

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MWP believe that a viable and successful business relies on a diverse and inclusive workforce. Pay Gap reporting is a significant part of this journey.

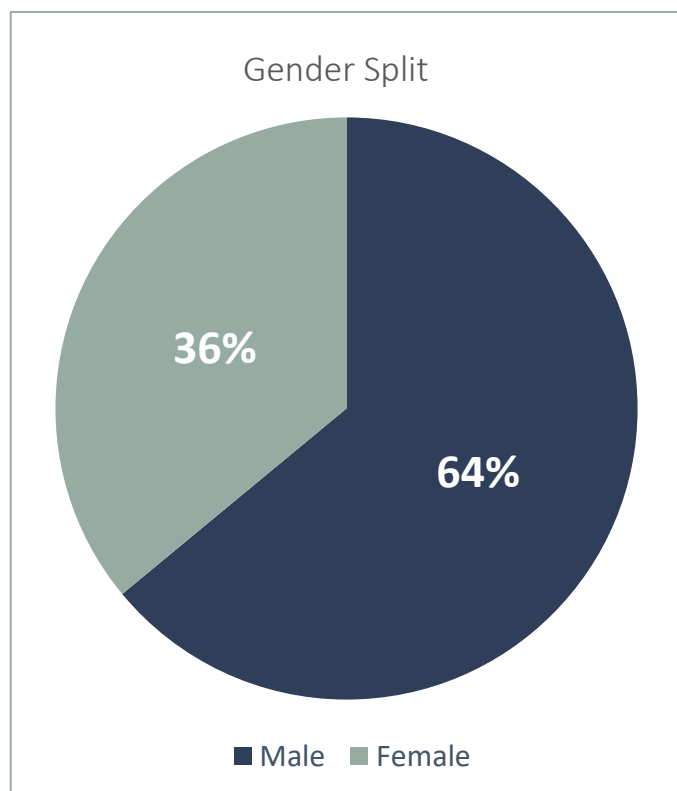
Our pay strategy is created to attract and motivate people who best fit our organisation, regardless of gender, age, ethnicity, disability or any other feature unrelated to qualifications or experience

MWP welcomes the Governments requirement for organisational transparency on the topic of gender discrepancies and are we pleased to publish our first report.

To comply with legislation, we share our 2024 pay gap analysis, plausible causes that may contribute to MWP's gender pay gap, and possible remedies.

The reference point for data included in our report is June 21<sup>st</sup> 024 and includes all employees across the business (excluding Proprietary Directors).

**The Gender split at MWP is Men 64% Women 36%.**



# Definitions

- Gender pay is about evaluating gender balance and is different to equal pay.
- Gender pay, refers to the average pay by gender, for all roles across the organisation, regardless of type or level.
- Equal pay is a legal requirement, and expects that men and women are paid equally for similar work, or for work that is of equal value.
- The mean gender pay gap is the difference between the average hourly rate of pay women receive, compared with that of men across the company
- The median gender pay gap is determined by ordering the individual rates of pay for women and men, from lowest to highest and calculating the difference between the hourly par rate of the middle man, compared to the middle woman.

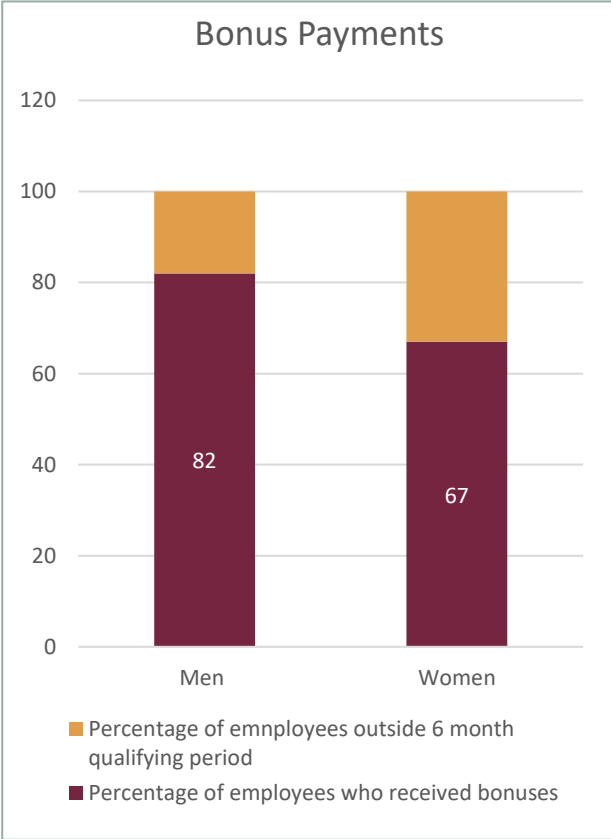
All permanent employees with 6 months service receive an annual bonus.

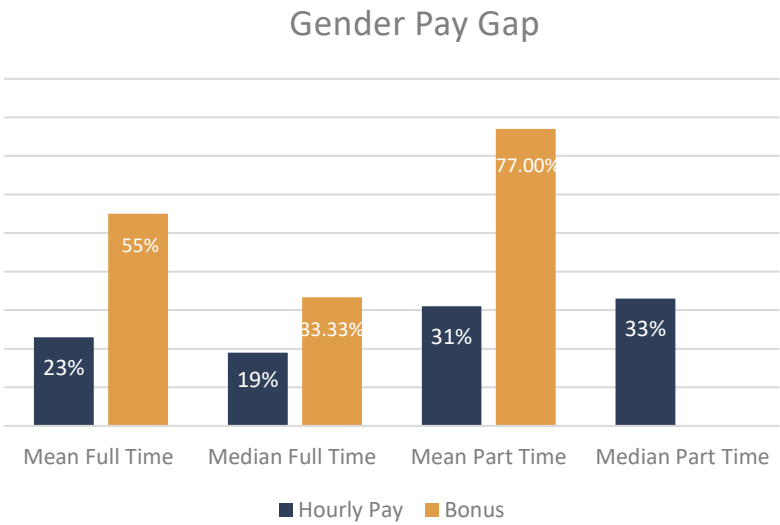
Bonuses awarded are contingent on the performance of the company, and on the individual’s performance.

Those in senior roles are eligible for a higher percentage bonus.

The lower participation of women in Engineering and Scientific roles, and a higher proportion of women working in administrative roles may be a contributing factor to the bonus gap at MWP; administrative staff are paid overtime for hours worked in excess of their contracted hours, while extra hours worked by Engineering and Scientific staff are accounted for in their annual bonuses.

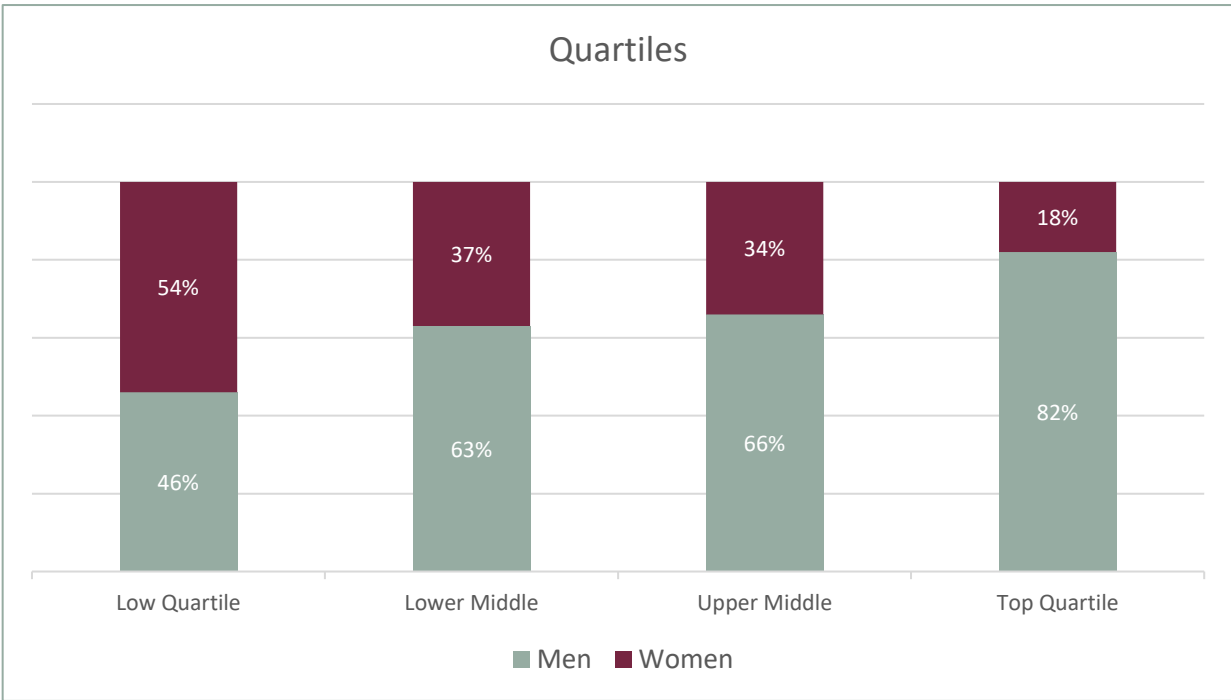
Summer relief administration staff present on the sample day in June would not have been present when bonuses were awarded in December.





The average hourly pay of all men is higher than the average hourly pay of all women.

A contributing factor to this may be the lower participation of women in MWP which is indicative of the Engineering sector, which has historically been male dominated.



MWP’S quartile analysis shows a lower representation of women in all quartiles, with the lowest proportion in the upper quartile.

Like others in the Engineering sector, MWP has difficulty recruiting women across all technical areas, particularly in the upper quartile.

Due to the caring role typically overseen by women, MWP have more women in parttime positions across all quartiles compared to men, this is a contributor to MWP’s pay gap.

As STEM programs are targeting students at a younger age, this may entice more women into the sector.

# Actions to Bridge Our Gender Pay Gap

## WOMEN IN INDUSTRY

MWP are proactive supporters of women in Engineering and hope to entice more women into the sector through our sponsored Internships, and our mentored Graduate programme.

To help encourage more women to join the Engineering industry we will endeavour in building relationships with colleges and schools, to promote STEM, and women in the industry

## ENHANCED SUPPORTS

We understand the financial pressure on taking extended leaves and offer our female employees enhanced maternity leave, to ease the burden.

We offer our employees access to 365 counselling and advice, which is a huge support to women returning from protected leave.

MWP operates a hybrid working scheme and offer flexible working hours to promote a better work/life balance, to entice women to remain in the workforce.

## RECRUITMENT AND TRAINING

At MWP we keep our job advertisements gender neutral, to ensure we attract both male and female candidates.

Our interview panel is diverse and inclusive and includes both a male and female interviewee.

CPD, mentoring, and training are central to progression at MWP. Employees in all sectors, and at all levels, are encouraged to upskill, and help forge their career to the next level.