

GENDER PAY GAP REPORTING:

An Overview



INTRODUCTION

In line with the Gender Pay Gap legislation, any company with more than 250 employees is required to publish its gender pay gap data.

Gender Pay is different to equal pay, as equal pay refers to the comparison between a man and a woman doing the same role, but the gender pay gap looks at the average pay of all men and all women within the company, regardless of their role.

As a company, MKL is dedicated to fostering a workplace culture that values diversity, equity, and inclusion. Through our recent collaboration with the 'Women in Engineering Society,' we are actively working towards cultivating an environment that celebrates diversity. The collection and analysis of this gender pay gap data enable us to pinpoint areas for enhancement and facilitate meaningful progress.

Snapshot date: the selected date upon which to report on all employees within the organisation, in our case, April 5 2023



TYPE OF DATA COLLECTED



Mean Gender Pay Gap



Average



Average

Average earnings of women compared to average earnings of men

Median Gender Pay Gap



Lowest Paid

Median

Highest Paid



If we lined up every man/woman in the company from the lowest to the highest paid, median is the man/women standing in the middle of the line.

OUR DATA AT A GLANCE



Note:

A **positive** percentage indicates that women receive lower pay or bonuses than men, while a **negative** percentage indicates the opposite, with men receiving lower pay or bonuses than women.

Mean Gender Pay Gap



Median Gender Pay Gap



Mean Gender Bonus Gap



Median Gender Bonus Gap



When comparing average hourly wages (mean), women receive £2.99 for every £1 that men receive.

When comparing average hourly wages (median), women receive 84p for every £1 that men receive.

LOOKING BEHIND THE HEADLINE FIGURES

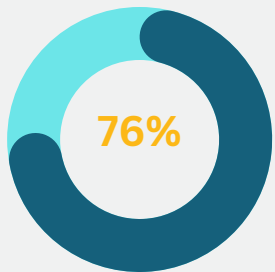
Our Workforce

MKL's gender pay gap data was collected on the snapshot date of 5 April 2023.

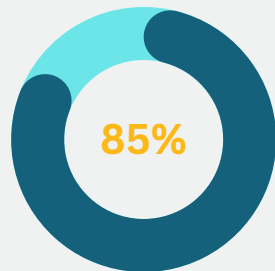
At this time there were 268 employees (+15 vs 2022) within our UK workforce.

This data is made up of 62 Women (23%) and 206 Men (77%).

Bonus Pay

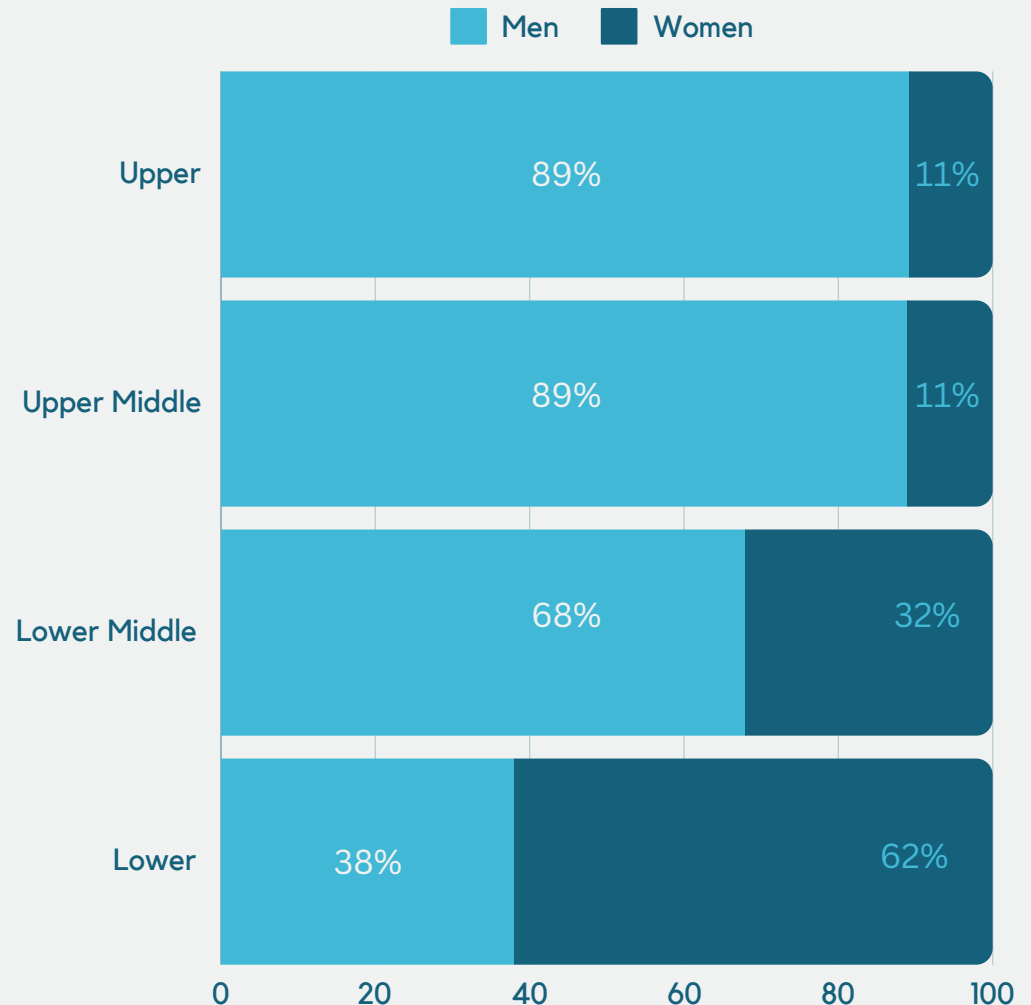


76% of women received bonus pay



85% of men received bonus pay

Our Pay Quartiles





UNDERSTANDING OUR DATA

Our analysis tells us that our gender pay gap is caused by a number of factors:

Imbalance in pay quartiles:

The significant variance between the mean average and the median average (hourly pay gap) is showing us that we have a significantly larger proportion of men in our business, which is effecting our pay gap data. For MKL, Men seem to occupy more of our junior roles (apprentices), and equally our most senior roles (board of directors). Whereas, women tend to be clustered together in one area, in roles that have less linear progression.

External and societal factors:

Such factors influence the gender representation in some areas, most specifically our Engineering sector which has our largest population of people - traditionally over represented by men. This is not isolated to MKL - Generally, of the 5.5million people working in engineering in 2021, only 16.5% were women - (WES, 2021).

Bonus / Commission

Different categories of bonus in the lower quartiles versus bonus schemes in the upper quartiles are creating a differential in bonus payments.

UNDERSTANDING OUR ACTIONS



We are dedicated to enhancing the representation of women throughout our organisation.

At MKL, we acknowledge the diversity challenges in our industry and in 2023 partnered with the 'Women in Engineering Society' to collaborate, learn, and empower women in the UK to explore opportunities in this sector.

Our successful initiatives include webinars, recruitment events, and targeted job postings, and we will continue to strengthen our partnership with WES.

Additionally, we will continue to work with local colleges to engage with young women and introduce them to career possibilities in plant machinery and engineering.

Our upcoming annual recruitment 'open day' in April 2024 aims to inspire young females to consider a rewarding career in engineering at MKL. Since our last report we are proud to have appointed our first female apprentice, who is excelling in her role.

To further support gender diversity, we have implemented measures such as enhanced maternity pay and introduced a Learning and Development Business Partner to facilitate career progression for all employees, with a focus on encouraging more women to advance.

We are actively identifying and addressing any barriers that may hinder women from joining our workforce.

