Gender Pay Gap Figures.

As an employer of more than 250 employees, McGee Group is required to publish data annually, showing:

1. The gender pay gap (not to be confused with equal pay – see below)
2. The proportion of men and women employed at different pay band quartiles
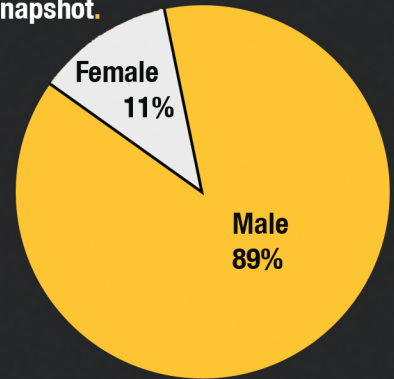3. Bonus payments

Gender pay is the difference in average earnings (expressed as a percentage) for all of our male employees compared with all of our female employees irrespective of their roles in the business.

Equal pay, on the other hand, is a contractual right under UK law and means that individual men and women must get the same pay for doing equal work.

A large proportion of McGee's workforce is male, due in large part to the challenge of attracting and retaining enough women to the construction sector.
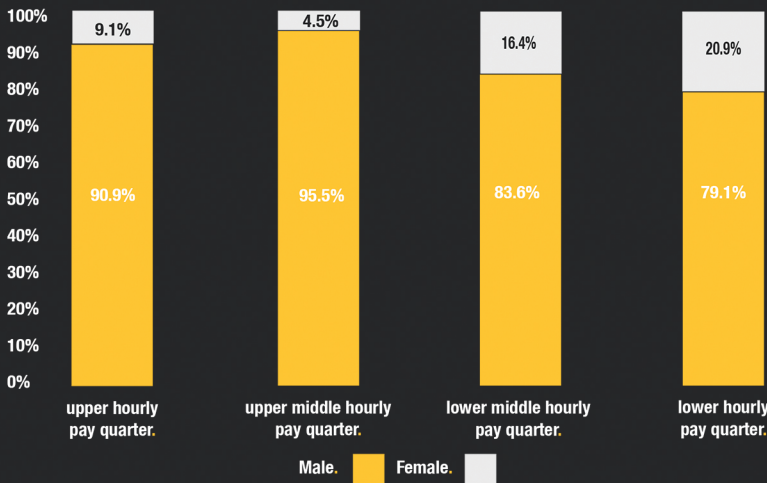
This under-representation of women in the construction sector, in turn, has led to an overall gender pay gap as shown in the table.

Gender representation snapshot.

Female 11%

Male 89%

Mean Gender Pay Gap	22.2%
Median Gender Pay Gap	20.6%

Proportion of Male and Female by Quartile %

	upper hourly pay quarter.	upper middle hourly pay quarter.	lower middle hourly pay quarter.	lower hourly pay quarter.
Female	9.1%	4.5%	16.4%	20.9%
Male	90.9%	95.5%	83.6%	79.1%

Male. Female.

Percentage of Relevant Employees who Received Bonus Pay.

% Male who received bonus pay.	% Female who received bonus pay.
82.7%	76.2%
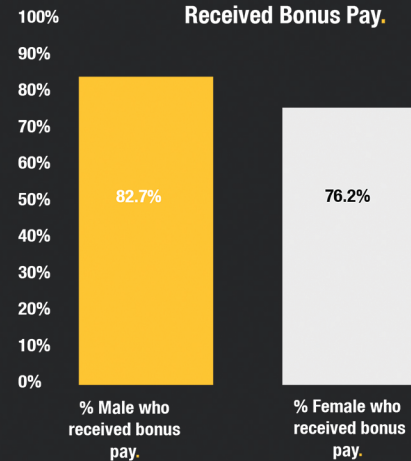
Due to the representation issues referred to earlier, on average, males received a higher bonus payment than females as shown in the table below.

Mean Bonus Pay Gap	22.2%
Median Bonus Pay Gap	20.6%

At McGee we are dedicated to the continued development of our responsibilities of a sustainable and profitable organisation. A vital part of this is the development of a diverse and equal workforce, effective through all levels of the business.

We ensure we operate an Equal Opportunities Policy which applies across all aspects of employment including recruitment, training and career progression, and treating staff equally regardless of age, gender, race, religion, beliefs, nationality, sexual orientation, ethnicity, marital status or disability.

All employees at McGee are highly skilled and passionate about what they do, therefore we provide them with equal opportunities to accomplish their full potential, whilst they are all equally respected and valued.

McGEE

A Specialist Engineering Contractor.