

# MCARTHURGLEN

GROUP

UK legislation requires organisations with 250 or more UK employees to publish information on their gender pay gap.

The data for McArthurGlen UK Limited, from **April 2020 to April 2021**, is shown below.

Hourly Pay Gap	Mean	Median
Difference between the average hourly pay for all male employees and all female employees	52.4%	57.1%

Hourly Pay Quartiles	Proportion of female employees in each pay quartile	Proportion of male employees in each pay quartile
Upper	31%	69%
Upper Middle	50%	50%
Lower Middle	68%	32%
Lower	73%	27%

12-month Bonus Gap	Mean	Median
Difference between the average 12-month bonus pay for all male employees and all female employees	53.6%	56.9%

Proportion of female employees receiving a bonus	Proportion of male employees receiving a bonus
83.3%	84.1%

Due to the impact of coronavirus on our business during the mandatory reporting period (April '20 to April '21), a number of colleagues, circa 50%, were put on furlough and were not receiving full pay. Based on government guidelines these colleagues cannot be counted as 'full-pay relevant employees' for reporting purposes and therefore have been excluded from all calculations. This has significantly impacted our reported numbers.

For transparency, we have therefore calculated the numbers to include the relevant full pay employees to aid comparison with previous years.

Furlough will continue to impact our numbers when we report next year.

The data from **April 2020 to April 2021 including relevant full pay employees** is shown below.

Hourly Pay Gap	Mean	Median
Difference between the average hourly pay for all male employees and all female employees	48.8%	47.6%

Hourly Pay Quartiles	Proportion of female employees in each pay quartile	Proportion of male employees in each pay quartile
Upper	36%	64%

Upper Middle	51%	49%
Lower Middle	71%	29%
Lower	85%	15%
<b>12-month Bonus Gap</b>	<b>Mean</b>	<b>Median</b>
Difference between the average 12-month bonus pay for all male employees and all female employees	64.2%	67.8%
<b>Proportion of female employees receiving a bonus</b>		<b>Proportion of male employees receiving a bonus</b>
91.6%		90.2%

The comparison data shows that we have made progress with a reduction in the mean and median pay gap year on year.

As we have reported in previous years, we employ significantly more women into our guest services roles. In addition, the business employs a larger proportion of women in part time roles. These two factors continue to drive our gender pay gap.

We are focussed on increasing the proportion of women at senior levels within McArthurGlen, as well as promoting career opportunities for both men and women in entry level positions. We will continue to promote an environment that is focused on fairness and equal opportunities, and monitor progress as we work towards closing our gender pay gap.

We remain committed to building a diverse, inclusive and open organisation that has our people at its heart and reflects our presence in the communities that we work within.

Susie McCabe  
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