

M+W HARGREAVES

A COMPANY OF  M+W GROUP

M + W Hargreaves is one of the UK's leading nuclear ductwork specialist and ventilation supplier. M + W Hargreaves is required by UK law to publish an annual gender pay gap report in line with the Gender Pay Gap Regulations (2017). This is its report for the snapshot date of 5 April 2017:

Mean gender pay gap	33.2%
Median gender pay gap	23.7%
Mean gender bonus gap	1.1%
Median gender bonus gap	-7.5%
The proportion of male employees receiving a bonus	48.7%
The proportion of female employees receiving a bonus	3.1%

Quartiles	Males	Females	Description
Lower	80.8%	19.2%	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle	82.4%	17.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle	94.5%	5.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper	98.6%	1.4%	Includes all employees whose standard hourly rate places them in the upper quartile

What are the underlying causes of Hargreaves gender pay gap?

Under the law, men and women must receive equal pay for: the same or broadly similar work; work rated as equivalent under a job evaluation scheme; or work of equal value.

M + W Hargreaves is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

Hargreaves is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract and the occupational segregation that the industry faces.

Gender pay results can be an indicator of an employer's workforce profile, female career progression and occupational segregation. Hargreaves workforce is male dominant. Of those who were fully paid in the period, and therefore part of the pay gap calculations, 262 were men and 32 were women. This is not unusual for the sector we work in, when we look at our competitors their workforce demographic is similar. Our industry has historically had less women candidates applying for roles such Project Managers, Project Engineers, Construction Managers, Site Installers, CAD Engineers. Overall, staff retention is not an issue across the business and there are career pathways upwards for employees.

Hargreaves does benchmark yearly against industry salaries in various locations throughout the UK and HR are involved in salary reviews and promotion discussions. Hargreaves also bands roles to ensure we pay for the role regardless of who is fulfilling it.

Hargreaves is committed to trying to increase a greater gender balance across its operations. We will strive to review our recruitment methods to see how we could attract more women into the organisation into more roles. Currently recruitment is open to all. We do have some excellent examples of women undertaking roles such as Senior Planner, Quality Engineer, Project Engineer, CAD Coordinator.

We will seek to overall not only to increase our gender balance but also establish how ways of working could be changed in order to achieve this. We will clearly show career pathways for all of the workforce through our commitment to training and development as well as mentoring.

I, Andy Sneyd, Managing Director, confirm that the information in this statement is accurate.

Signed



Date

May 2nd, 2018.

How does Hargreaves gender pay gap compare with that of other organisations?

The vast majority of organisations have a gender pay gap.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%. At 33.2%, Hargreaves mean gender pay gap is higher when measured against the national average for the UK economy.

The median gender pay gap for the whole economy (according to the October 2017 ONS ASHE figures) is 18.4%. At 23.7%, Hargreaves median gender pay gap is higher when evaluated against the national average for the UK economy. However, when we look behind the statistics we can explain this in that the vast majority of bonuses received were paid to hourly paid employees within the manufacturing environment who receive an hourly bonus for hours worked. Given the workforce is predominantly male this is why the figures show a high proportion of males receiving a bonus.

How is Hargreaves addressing its gender pay gap?

- Over the past 18 months, we have recruited 2 female apprentices on to the shop floor - a first for Hargreaves. They are completing apprenticeships in Fabrication / Welding and are huge success stories from our Engineering Young Talent Programme. We estimate that by 2023, approx. 30% of our workforce will have been recruited through our EYTP programme.
- We are developing links with Salford University in our drive to work with local schools and colleges in promoting Women in Engineering. We will be going in to schools and showcasing some of our female employees and engaging with young people.
- We invest a lot in our people and this is something we will continue to do. We have a range of apprenticeships of offer, HR, payroll, quantity surveying and purchasing for example. We have coaching, mentoring and leadership programmes in place as well. We are currently undertaking a structured leadership programme and are looking at developing a management programme to compliment this.

None of these initiatives will solely remove the gender pay gap - and it may be several years before any have an impact. In the meantime, Hargreaves is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

The figures set out in this document have been calculated in line with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.