

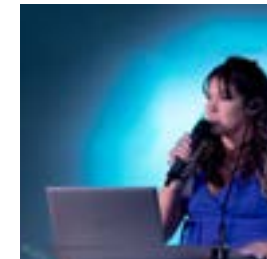
Gender Pay Gap Report 2024

Foreword

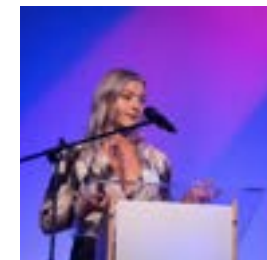
As Morson Engineering presents its Gender Pay Gap Report for the year 2024, we embark on a journey of transparency and accountability. As we embark on this journey of transparency and accountability, it is essential to understand the context and purpose of this report.

We recognise that one of the biggest issues facing our industry is the under-representation of women working in STEM careers. Bridging the gender gap in these fields not only fosters diversity but also unlocks a wealth of untapped talent and perspectives. We are committed to actively addressing this disparity through strategic initiatives aimed at attracting, retaining, and promoting women within our organisation. By cultivating an inclusive environment and implementing targeted measures, we are taking significant steps to ensure that women in STEM roles at Morson Engineering have equal opportunities for growth, recognition, and success.

At Morson Engineering, we believe in the values of courage, collaboration, curiosity, and care. These values are at the heart of everything we do, and we are committed to ensuring that they are reflected in our approach to gender equality. We are seeing incremental increases in women coming into the industry, but the figure is nowhere near representative of the UK population. We must continue to work towards a more diverse and inclusive engineering industry, where everyone has an equal opportunity to succeed.



Becky Hicks
Group HR Business Partner



Katie Winstanley
Group HR Director

The Data

The Gender Pay Gap Report for Morson Engineering marks a significant milestone as 2023 becomes the first year in which our organisation is required to submit this comprehensive assessment. This report encompasses all UK employees within Morson Engineering, Morson Projects, and Waldeck, reflecting our commitment to transparency and equality.

The gender pay gap is a measure of the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women. It is not a measure of equal pay, which is where men and women in the same job, in the same organisation are paid the same. The issue we face as an industry is not one of pay, but the under-representation of women. According to the Women's Engineering Society, women make up only 16.5% of engineers. This is a concerning statistic, and we are actively working towards a more equal gender representation within engineering as a whole.

The report does not solely focus on base salaries; it also scrutinizes the bonus gender pay gap and the proportion of men and women who receive bonuses. By examining these dimensions, we aim to gain a comprehensive understanding of the gender dynamics within our organisation and work towards fostering a more inclusive and equitable workplace.

Morson Engineering values diversity and is committed to fostering an environment where every employee, regardless of gender, has equal opportunities for growth and success. We believe that this report is a crucial step towards achieving this vision, and we welcome the opportunity to share our findings and progress with our stakeholders.

15.4%

Percentage of workforce who identify as women

24.5%

The mean or average pay gap

10.2%

Percentage lower than national average

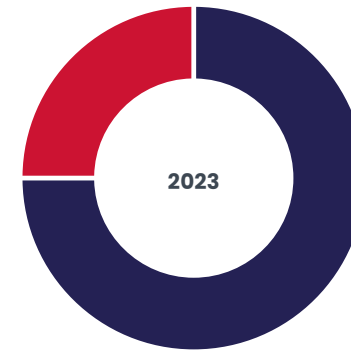
43.6%

The mean or average bonus gap

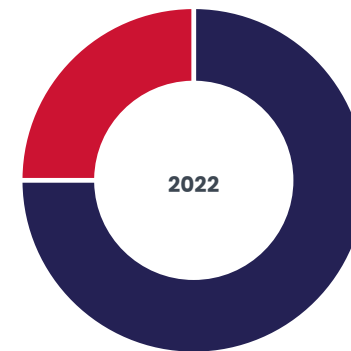
Organisational Structure

Morson Projects, as a collective entity, comprises 15.4% individuals who identify as female. This percentage is slightly lower than the 16.5% identified by the Women Engineering Society's statistic, acknowledging this prompts us to recognise that there is a lot of progress to be made.

It is essential to contextualise these figures within the broader societal landscape. Although we surpass the industry average, we acknowledge that our representation is not fully reflective of the population as a whole. We are committed to addressing this disparity, fostering an environment where diversity thrives, and striving for a workforce that mirrors the richness and variety present in our society.



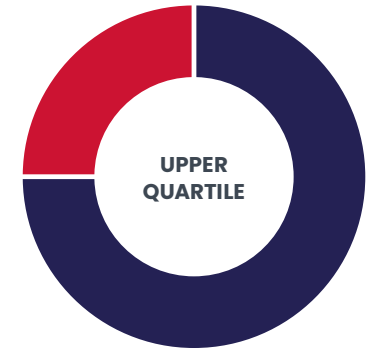
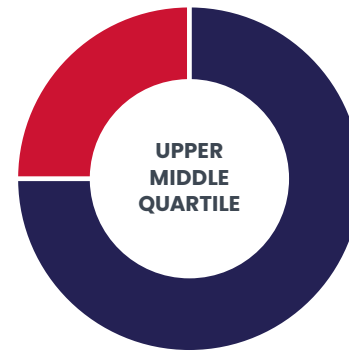
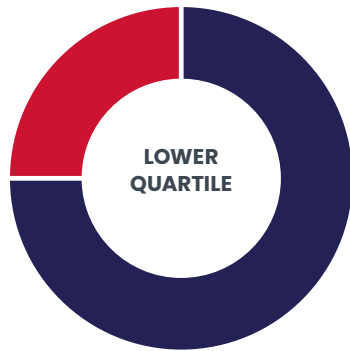
Women	Men
15.4%	84.6%



Women	Men
13.5%	86.5%

Distribution of UK Employees by quartile

These charts illustrate the distribution of male and female full-pay relevant employees within Morson Engineering, categorised into four equally sized groups based on their hourly pay. The lowest quartile encompasses roles at the more junior levels, including apprentices, while the top quartile represents the most senior positions, characterised by the highest pay.



Year	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
2023	26.1% Women 73.9% Men	19.5% Women 80.5% Men	11.4% Women 88.6% Men	4.6% Women 95.4% Men
2022	25% Women 75% Men	12.5% Women 87.5% Men	11.1% Women 88.9% Men	5.6% Women 94.4% Men

Our Gender Pay Gap

In 2023, the mean pay gap, calculated by comparing the average hourly earnings, including pay and bonus, revealed a 24.5% differential in favour of men. The median pay gap was identified as 33.1%. The median, representing the midpoint when employee pay and bonus are arranged from smallest to largest, serves as a focal point for understanding the distribution of compensation.

Turning our attention to bonuses, in 2023, 49.1% of women and 26.5% of men received a bonus. The mean bonus gap, a measure of the difference in bonus earnings between men and women, was 43.6%, while the median bonus gap stood at -50%. It is essential to note that bonus figures can fluctuate annually due to various factors, including one-off incentives and the impact of individuals leaving the organisation.

Gender Pay Gap Analysis

Mean	Median
24.5%	33.1%

The mean pay of men is 24.5% higher than that of women
The median pay of men is 33.1% higher than that of women

Proportion of staff receiving a bonus

Male	Female
26.5%	49.1%

49.1% of all women and
26.5% of all men received a bonus

Gender Pay Gap Analysis

Mean	Median
43.6%	-50%

The mean bonus of men is 43.6% higher than that of women
The median bonus of men is 50% lower than that of women

Gender Equity — What are we doing?

Morson Engineering are delivering change through a number of initiatives, working to improve the representation of women both within the organisation and the industry as a whole:

Morson Engineering has identified three key areas where it is most important to engage with women: education, early careers, and at management level.

To achieve this, STEM ambassadors go into schools and work with educators to encourage STEM subjects and enthusiasm. They also support school, college, and university leavers in their decisions when starting their working life. Additionally, supporting women who choose to have children, in their return-to-work journey and making the transition back into working life as seamless as possible.

- **STEM ambassadors:**
Engaging with under-represented groups at an early stage in their careers to educate.
- **Go Beyond Mentoring Programme:**
A mentoring initiative run by the University of Salford for future women in STEM.
- **EDI training:**
For all employees.
- **Flexible and agile working:**
To support women returning to work and industry.
- **Competitive enhanced family leave policies.**
- **Reverse mentoring.**

Gender Equity — The Future

Over the next 10 years, Morson Engineering will take a people-centred approach to improving representation for women within the engineering industry that will hold EDI values at its core. Collaboration will be key, and we plan to work closely with recruitment businesses across the Morson Group to develop a comprehensive strategy aimed at attracting women into the engineering sector and reintegrating those who may have left.

Additionally, our ongoing collaboration with education partners will persist as we actively engage with young minds, challenging stereotypes and encouraging diverse participation in STEM fields. Through these concerted efforts, Morson Engineering aims to contribute significantly to increasing diversity across all facets of the engineering landscape.

30%

Senior leadership roles
held by women by 2025

40%

Female representation
across all levels by 2030

50%

All Early Careers
intake female by 2026



Ged Mason

Job title:
CEO
Company:
Morson Group



Katie Winstanley

Job title:
Group HR Director
Company:
Morson Group



Chris Burke

Job title:
Executive Director
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