



# GENDER PAY GAP

REPORT 2021/2022



## FOREWORD

This report outlines our commitment to closing the gender pay gap across our businesses. As we continue to develop and grow, this report will provide a platform to celebrate our successes, but also address areas of potential improvement. We are always looking to attract and retain the best talent through effective recruitment and the provision of training opportunities.

Investing in our people is a core value at Morrison Energy Services and we are committed to engaging and empowering everyone to deliver and grow, regardless of gender. Similarly, our integrity value outlines how we behave respectful and sustainable manner to our people.

We are committed to enabling honest conversations with all our people, regardless of gender or role within the business, allowing us to understand where we can enhance our offering to our people across Morrison Energy Services.

### **Peter Carolan**

Morrison Energy Services  
Managing Director





# Gender Pay Definition

The gender pay gap is defined as the difference in the average earnings of men and women over standard period of time, regardless of their role or seniority – across an entire organisation, business sector, industry or the economy as a whole.

It can be driven by the different number of men across all roles. The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

## How are the median and mean gaps calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire business, of more than 1,018 employees. This data includes many different roles that bring a variety of rates of pay.

## How are the pay quartiles calculated?

In the report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, then splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

## What’s included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based in data from Full Year 2022 only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but includes other types of pay such as pay for leave. It does include pay for overtime, pay relating to redundancy/termination of employment, or the value of benefits which are not in the form of money.

Since 2017, all UK organisations are required to report annually on their gender pay gap.

# Gender Pay Gap & Bonus Gap

## Our Results

When it comes to gender equality, Morrison Energy Services is committed to creating a fair and level playing field, in which all of our people have access to opportunities for growth and progression. We aim to create a working environment in which our people’s hard work is recognised and rewarded, and that their aspirations are continually supported.

	2021 Return	2022 Return
Mean Gender Pay Gap	20.64%	29.28%
Median Gender Pay Gap	20.27%	29.36%
Bonus Mean Gender Pay Gap	64.93%	-157.07%
Bonus Median Gender Pay Gap	43.91%	-157.82%

	2021 Return		2022 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	45.73	49.68	3.13	15.71

## Quartiles

	2021 Return		2022 Return	
	%F	%M	%F	%M
Lower Quartile	34.04	65.96	46.20	53.80
Lower Middle Quartile	11.39	88.61	21.05	78.95
Upper Middle Quartile	14.89	85.11	13.45	86.55
Upper Quartile	8.54	91.46	11.76	88.24

# Morrison Energy Services Transmission Networks

	2022 Return
Mean Gender Pay Gap	-23.61%
Median Gender Pay Gap	-1.62%
Bonus Mean Gender Pay Gap	100.00%
Bonus Median Gender Pay Gap	100.00%

	2022 Return	
	%F	%M
Proportion Receiving Bonus	0.00	0.33

### Quartiles

	2022 Return	
	%F	%M
Lower Quartile	10.13	89.87
Lower Middle Quartile	3.85	96.15
Upper Middle Quartile	7.59	92.41
Upper Quartile	7.69	92.31





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