

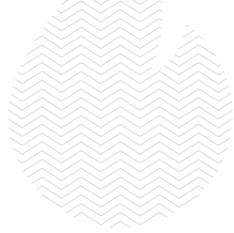
MORRISON
Energy Services

A part of MGroupServices



GENDER PAY GAP

REPORT 2020/2021



INTRODUCTION

In March 2021, Morrison Utility Services split to create two new businesses; Morrison Energy Services and Morrison Water Services. This move has facilitated a more focused approach towards delivery, allowing Morrison Energy Services to provide clients and customers gas and electrical solutions with an even greater quality of service.

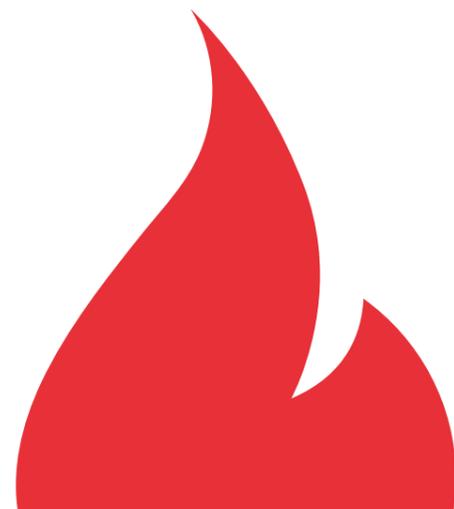
As operating businesses within M Group Services, Morrison Water Services and Morrison Energy Services continue to collaborate wherever possible. There are a range of synergies that translate across the water and energy sectors, and our people always look to share innovative methods of working and examples of best practice, supporting one another to overcome the challenges of our industries.

To ensure optimal levels of accuracy, this report will use data from Morrison Utility Services. By reporting on the gender pay gap of Morrison Utility Services, this will allow us to guarantee that our data is as representative as possible.

Morrison Energy Services are committed to creating a level playing field in which everyone has equal access to the same opportunities for development and progression. We constantly endeavour to ensure that all our processes and policies guarantee fairness and equality for all.

Their continued success, as a part of M Group Services, creates opportunities for fulfilling and rewarding roles making the best use of the skills and capabilities of all people.

The vision and values centre around investing in our people and behaving with integrity, in a manner that is respectful to all individuals. Our businesses' values therefore underpin our commitment to ensuring that all of our people are treated fairly and with equal access to opportunities.



FOREWORD

Since Morrison Energy Services began operating as a separate business in March 2021, they have achieved a lot in a short amount of time. Working from the strong foundations of Morrison Utility Services, we have been able to focus our efforts and attention solely on the water and energy sectors, offering our clients bespoke solutions and support.

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 1,126 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 2021 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

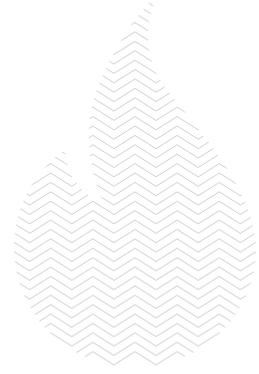
When it comes to gender equality, Morrison Energy Services is committed to creating a fair and level playing field, in which all of our people have access to opportunities for growth and progression. We aim to create a working environment in which our people's hard work is recognised and rewarded, and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

	2020 Return	2021 Return
Mean Gender Pay Gap	18.88%	20.64%
Median Gender Pay Gap	21.17%	20.27%
Bonus Mean Gender Pay Gap	59.02%	64.93%
Bonus Median Gender Pay Gap	22.31%	43.91%

	2020 Return		2021 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	57.14	63.97	45.73	49.68

Quartiles

	2020 Return		2021 Return	
	%F	%M	%F	%M
Lower Quartile	31.14	68.86	34.04	65.96
Lower Middle Quartile	15.21	84.79	11.39	88.61
Upper Middle Quartile	8.64	91.36	14.89	85.11
Upper Quartile	8.73	91.27	8.54	91.46



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Abel Smith House, Gunnels Wood Road
Stevenage, Hertfordshire SG1 2ST

