



## 5<sup>th</sup> Annual Report

As an employer with over 250 directly employed staff McPhillips are required to report our Gender Pay Gap as set out below.

Information is based on a snapshot of employees as at 5<sup>th</sup> April 2021

<b>McPhillips (Wellington) Ltd</b>		
	<b>Mean</b>	<b>Median</b>
Gender Pay Gap	8.43%	9.78%
Gender Bonus Pay Gap	-80.94%	-271.4%

The national average pay gap, according to the ONS was 7.9 %, so despite working in a heavily male dominated industry, McPhillips pay gap is only slightly above the national average.

All males and females receive an annual bonus payment.

The small proportion of females in the workforce are predominantly employed in accounting and administrative roles, rather than the manual labouring roles applicable to the vast bulk of the workforce. This is reflected in the negative bonus paygap that this analysis reveals.

Construction is traditionally a heavily male dominated industry, and as such Females make up just **4%** of the McPhillips workforce

<b>Proportion of Males / Females in each Quartile Band</b>		
	<b>Males</b>	<b>Females</b>
Upper	<b>98.46%</b>	<b>1.54%</b>
Upper Middle	<b>98.57%</b>	<b>1.43%</b>
Lower Middle	<b>89.86%</b>	<b>10.14%</b>
Lower	<b>97.18%</b>	<b>2.82%</b>

We confirm that McPhillips' gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

David Wauchope  
Director