



7th Annual Report

As an employer with over 240+ directly employed staff McPhillips are not required to report our Gender Pay Gap, however in line with previous years we have continued to report as set out below.

Information is based on a snapshot of employees as at 5th April 2023

McPhillips (Wellington) Ltd		
	Mean	Median
Gender Pay Gap	8.52%	15.35%
Gender Bonus Pay Gap	-99.26%	-248.21%

The national average pay gap, according to the ONS was 8.3 %, 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 less than **5%** of the McPhillips workforce

Proportion of Males / Females in each Quartile Band		
	Males	Females
Upper	98.85%	1.15%
Upper Middle	98.07%	1.93%
Lower Middle	100%	0%
Lower	99.23%	0.77%

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