

# Gender pay gap

Morgan Lovell



In April 2017 new legislation came into force requiring companies with more than 250 employees to publish their gender pay gap. This report for Morgan Lovell plc's gender pay gap should be read in conjunction with the Morgan Sindall Group plc gender pay gap report which can be found on our website.



You can find more information by downloading the Morgan Sindall Group gender pay gap report from [www.morgansindall.co.uk/governance](http://www.morgansindall.co.uk/governance)

## 1. Equal pay

It is important to note that the gender pay gap is not the same as equal pay. Equal pay should be received by men and women performing equal or equivalent work. We have carried out additional analysis and are satisfied that men and women doing the same job and/or at the same level are being paid equitably across Morgan Lovell.

## 2. How the gender pay gap is calculated

The gender pay gap compares men's and women's average hourly pay regardless of the type or level of their role. We have taken pay data from the whole of Morgan Lovell, which includes many different roles with a variety of pay rates, and calculated and compared the mean average and median (mid-point) pay for each gender.

The median and mean calculations are also used to compare bonus pay over a 12-month period. The proportion of men and women awarded a bonus over the 12-month period is also calculated.

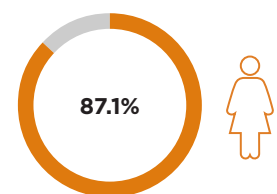
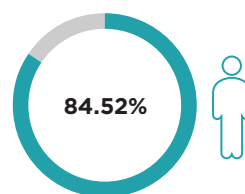
The percentage pay quartiles are produced by listing the rates of pay for all employees from highest to lowest, splitting them into four equal-sized groups and calculating the percentage of men and women in each.

## 3. Gender pay gap for Morgan Lovell

Our median and mean gender pay gap as at the snapshot date of 5 April 2017, and the bonus pay gap for bonuses paid in the year to 5 April 2017, are shown below. This data is calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

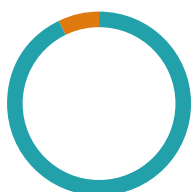
Mean (average)	Median (middle)
<b>Gender pay gap</b>	
49.77%	48.22%
<b>Gender bonus pay gap</b>	
46.54%	71.01%

### Proportion of men and women receiving a bonus payment



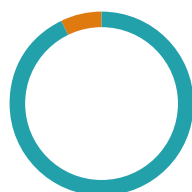
### Proportion of men and women by pay quartile, illustrating the gender distribution in Morgan Lovell

Upper quartile



93% 7%

Upper-mid quartile



93% 7%

Lower-mid quartile



59% 41%

Lower quartile



46% 54%