

# MCARTHURGLEN

GROUP

UK legislation requires organisations with 250 or more UK employees to publish information on their gender pay gap.

The data for McArthurGlen UK Limited, from April 2019 to April 2020, is shown below.

Hourly Pay Gap	Mean	Median
Difference between the average hourly pay for all male employees and all female employees (1&2)	33.8%	30.6%

  

Hourly Pay Quartiles (3)	Proportion of female employees in each pay quartile	Proportion of male employees in each pay quartile
Upper	40%	60%
Upper Middle	62%	38%
Lower Middle	53%	47%
Lower	83%	17%

  

12-month Bonus Gap	Mean	Median
Difference between the average 12-month bonus pay for all male employees and all female employees	52.4%	50.2%

  

Proportion of female employees receiving a bonus	Proportion of male employees receiving a bonus
98.7%	99.1%

Due to the significant impact of coronavirus on our business during the mandatory reporting period (April '19 to April '20), a number of colleagues were put on furlough in April and were not receiving full pay. Based on government guidelines these colleagues cannot be counted as 'full-pay relevant employees' for reporting purposes and therefore have been excluded when we calculated: (1 & 2)) the mean and the median gender pay gap using hourly pay; and (3) the percentage of men and women in each hourly paid quartile. For transparency, we have therefore calculated the numbers to the end of March '20 to aid comparison with previous years.

Furlough will continue to impact our numbers when we report next year.

The data from April 2019 to March 2020 is shown below.

Hourly Pay Gap	Mean	Median
Difference between the average hourly pay for all male employees and all female employees	53.3%	49.3%

  

Hourly Pay Quartiles	Proportion of female employees in each pay quartile	Proportion of male employees in each pay quartile
Upper	40%	60%
Upper Middle	60%	40%
Lower Middle	79%	21%
Lower	91%	9%

12-month Bonus Gap	Mean	Median
Difference between the average 12-month bonus pay for all male employees and all female employees	52.4%	50.2%
Proportion of female employees receiving a bonus	Proportion of male employees receiving a bonus	
98.7%	99.1%	

As we have reported in previous years, we employ significantly more women into our guest services roles. In addition, the business employs a larger proportion of women in part time roles. These two factors continue to drive our gender pay gap.

We are focussed on increasing the proportion of women at senior levels within McArthurGlen, as well as promoting career opportunities for both men and women in entry level positions. We will continue to promote an environment that is focused on fairness and equal opportunities, and monitor progress as we work towards closing our gender pay gap.

We remain committed to building a diverse, inclusive and open organisation that has our people at its heart and reflects our presence in the communities that we work within.

Susie McCabe  
Co- CEO, MCARTHURGLEN GROUP

Joan Jove  
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