



GENDER PAY GAP

REPORT 2021/2022



INTRODUCTION

When it comes to gender equality, Morrison Data Services is committed to creating a level playing field in which everyone has equal access to opportunities to support and develop their progression. We work hard to ensure that all our processes and policies enable fairness and equality for all.

Our people are at the centre of all that we do and are integral to driving our business forward.

Morrison Data Services aims to be the employer of choice in the Energy sector. Our continued growth and success, as a part of M Group Services, creates opportunities for fulfilling and rewarding roles, utilising the diverse skills and capabilities of all our people.

Our values underpin our behaviour, and we are committed to investing in our people and acting with integrity in all that we do. We want our people to have a positive impact on our clients' customers and the local communities in which we work.

FOREWORD

I am delighted to share with you the latest Gender Pay Gap Report from Morrison Data Services. This report highlights the success that we have had in ensuring we have a balanced and diverse workforce that is happy, healthy and, most importantly, safe. We are proud that Morrison Data Services encourages flexible working solutions that contribute to our ability to be an employer of choice.

We are also maintaining our focus on ensuring our workforce reflects the customers and communities which we serve and this includes having a workforce that is representative of the communities in which we carry out our work. We are also committed to researching new methods of attracting women into our front line roles, along with having a front line development programme that supports our existing colleagues into leadership roles.

We work closely with the operating businesses across M Group Services to ensure that we are sharing best practice in all aspects of our work and operations, and this extends to our people strategy. The values of M Group Services focus on integrity and investing in our people, and we are committed to providing all our people with equal access to development opportunities, whilst behaving in a respectful manner to all of 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 Data Services.

I hope that you find this report both informative and insightful.

Simon Best

Energy Division
Managing Director

Understanding the Gender Pay Gap

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 2,261 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 2022 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.

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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 Data 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.

Morrison Data Services

	2021 Return	2022 Return
Mean Gender Pay Gap	-11.85%	-9.01%
Median Gender Pay Gap	-3.54%	-3.86%
Bonus Mean Gender Pay Gap	34.14%	37.92%
Bonus Median Gender Pay Gap	38.25%	42.02%

	2021 Return		2022 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	47.62	76.15	38.66	53.81

Quartiles

	2021 Return		2022 Return	
	%F	%M	%F	%M
Lower Quartile	8.97	91.03	9.25	90.75
Lower Middle Quartile	7.30	92.70	8.62	91.38
Upper Middle Quartile	11.21	88.79	9.25	90.75
Upper Quartile	10.86	89.14	11.85	88.15

Gender Pay Gap & Bonus Gap

Morrison Data Services - Water

	2021 Return	2022 Return
Mean Gender Pay Gap	-5.69%	-0.94%
Median Gender Pay Gap	-3.58%	0.48%
Bonus Mean Gender Pay Gap	76.33%	63.32%
Bonus Median Gender Pay Gap	-54.00%	62.32%

	2021 Return		2022 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	5.56	25.94	16.67	36.96

Quartiles

	2021 Return		2022 Return	
	%F	%M	%F	%M
Lower Quartile	10.26	89.74	12.64	87.36
Lower Middle Quartile	7.79	92.21	8.14	91.86
Upper Middle Quartile	11.69	88.31	2.33	97.67
Upper Quartile	14.29	85.71	17.44	82.45



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