



Gender Pay Gap Report

2023





Welcome to our **Gender Pay Gap Report**

At MWW, we are pleased to present our 5th Gender Pay Gap report, part of our ongoing commitment to transparency, equality, and diversity in the workplace. For more than 60 years, MWW has been dedicated to creating opportunities for our diverse, skilled, and passionate workforce. Our core belief is that talent knows no gender, and we are unwavering in our commitment to providing equal opportunities for all.

It is important to reiterate that we don't pay people differently based on their gender or ethnicity. The gender gap is caused by us having a lower proportion of females in senior leadership roles and a higher proportion in our lower paid roles.

As we continue to analyse and address gender pay disparities, we remain steadfast in our commitment to creating a workplace where diversity is celebrated, and every individual has the opportunity to thrive.

Key points

This year's report reflects our continued efforts to address gender disparities within our organisation. With a staff of 425 individuals, comprising 73% male and 27% female employees, we have taken proactive steps to analyse and improve gender pay equality.

Our results reveal a mean gender pay gap in hourly pay of 3.35%, indicating a slight difference in average earnings between male and female employees. However, the median gender pay gap in hourly pay stands at -0.9%, indicating that on a median basis, female employees earn slightly more than their male counterparts.

This last gender pay and bonus gap show the most significant reduction since we started reporting. This progress is welcome and demonstrates that our policies and actions are moving us in the right direction, noting that our pay gap continues to be driven by our colleague demographic. Nevertheless, we recognise that we still have more to do, and we remain committed to further progress.

		2023	2022	2021	2020	2019
Gender Pay Gap	Mean	3.35	7.44	10.3	15.95	15.99
	Median	-0.9	0	-2.1	-3.21	0
Bonus pay gap	Mean	-39.93	50.39	56.63	26.28	72.8
	Median	-12.96	50	0	100	22
% employees receiving a bonus	Mean	14.56	11.26	38.31	32.31	10.92
	Median	8.62	9.56	8.5	7.14	6.74

Proportion of males & females by pay quartile

What is a Gender Pay Gap?

A gender pay gap refers to the disparity in average earnings between men and women within a company or across an entire workforce. It's distinct from unequal pay for the same work, as it reflects broader systemic issues such as occupational segregation and differences in career progression.

Equal pay ensures men and women receive the similar pay for similar jobs, combating discrimination. Gender pay examines overall earning disparities, including factors like occupation and opportunities. Both are vital for workplace fairness.

How do we measure gender pay gaps?

To assess the gender, pay gap, MWW analysed the average earnings of male and female employees for our snapshot on 5th April 2023. This involved calculating both the mean and median hourly pay rates for men and women separately.

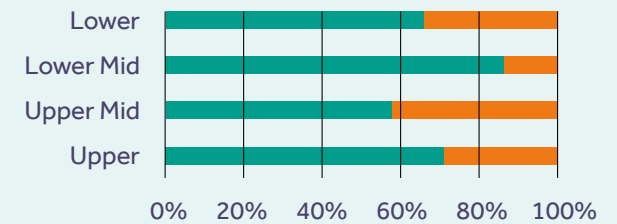
The mean gender pay gap is determined by subtracting the average hourly earnings of female employees from that of male employees, expressed as a percentage of the male average. A positive percentage indicates that, on average, men earn more per hour than women, while a negative percentage suggests the reverse.

Similarly, the median gender pay gap compares the middle hourly pay rates for male and female employees. A negative gap implies that women earn more at the middle of the pay distribution, whereas a positive gap indicates the opposite.

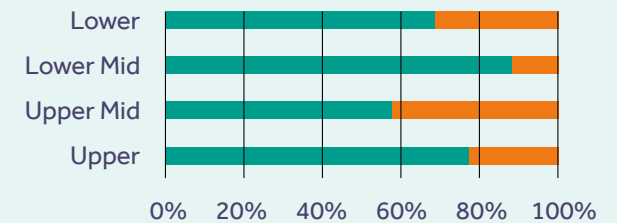
In addition to hourly pay rates, MWW examined gender disparities in bonus payments. This involved calculating both the mean and median gender bonus pay gaps, alongside assessing the proportion of male and female employees who receive bonuses.

Through this analysis, MWW aims to identify and address any discrepancies in pay between male and female employees, fostering greater gender equality and fairness in the workplace.

April 2023



April 2022



April 2021

