



GENDER PAY GAP REPORT

2018

## Our Company

W H Malcolm Limited is one of the UK's largest Logistics and Construction service providers, employing just over 2,000 people across a wide variety of roles and locations. The Company brings together a number of operating divisions.

Malcolm Logistics offers fully integrated road, rail and warehousing services throughout the UK to a number of major clients. Our modern road and rail fleet operates 24/7 through strategically placed hubs linking seamlessly to our extensive bonded and non-bonded warehousing operations which incorporate market-leading transport and warehouse management systems.

Malcolm Construction services all areas of the construction industry on a 'one stop shop' approach, including civil engineering and groundworks, waste management, landfill, recycling, quarrying and aggregate supply, plant, tipper and skip hire and sports surfaces. Malcolm Construction has earned an enviable reputation as a quality service provider, both on a stand-alone basis and alongside partners including major construction contractors, local authorities and consulting engineers.

Malcolm Maintenance carries out scheduled servicing for our in-house fleet of vehicles and plant by teams of highly skilled technicians at a number of workshops across the UK, together with third party servicing and maintenance for customers at our Centre in Linwood. This purpose built centre consists of commercial workshops, eight bay servicing, MOT, Tachograph, speed limiter installation centre and five state of the art paint spray booths.

The gender pay figures in this Report encompass all employees and all divisions of W H Malcolm Limited.

Additionally, Charles Lawrence Surfaces Limited is a leading technical innovator in the specialised field of synthetic sports surfacing and Woodholme Construction are leaders in laser controlled paving and specialists in the preparation and full construction of all-weather surfaces.

Originating as a family business we are extremely proud of our traditions and family values and understand that the success of the business depends on the contribution of each one of our people. Central to this is a commitment to equal treatment regardless of gender or any other personal criterion: it needs to be so for us to continually strive to live up to our ethos: *practical solutions, successful partnerships.*

## Context

Our gender make-up and pay figures strongly reflect historical and cultural influences from wider society on what are traditionally male-dominated industries of construction, logistics and maintenance. 91.0% of our employees are men and 9.0% are women.

Operational and shift working roles where shift premiums are included in the pay calculations make up the overwhelming majority of our jobs, and whilst it is a gradually changing picture these roles are themselves overwhelmingly undertaken by men.

Recruitment has tended to be at operational and junior staff levels and this combined with a Company tradition of promoting from within and placing a high value on 'hands on' operational experience means that our gender make up at senior level is predominantly male. It is not uncommon for directors and senior managers to have begun their careers with W H Malcolm at 'shop floor' level. The only bonus scheme in the Company is one for middle and senior management. Mean and median pay gap figures in respect of normal and bonus pay reflect that we have significantly more men than women in senior posts.

W H Malcolm fully supports gender pay reporting. A gender pay gap should not be confused with equal pay. Gender pay looks at the differences between the pay of all men and all women across an organisation, whilst equal pay is concerned with paying a man and a woman the same for the same work. Pay in W H Malcolm is determined by relevant factors such as the requirements of the job and not the gender of the job-holder.

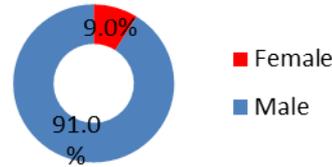
## How the measures are calculated

Data is related to a "snapshot" pay date of the 5<sup>th</sup> of April 2018 in accordance with the Regulations.

Mean gender pay gap	The difference between the average hourly pay of all men and all women expressed as a percentage
Median gender pay gap	The difference between the mid-point pay rate of all men and all women expressed as a percentage
Mean gender bonus gap	The difference between the average bonus paid to men and women expressed as a percentage
Median gender bonus gap	The difference between the mid-point bonus paid to men and women expressed as a percentage
Proportions of men and women paid bonus	Proportions of men and women who were paid bonus
Pay quartiles	The range of hourly pay rates have been divided into 4 equal groups and the gender make up of each quartile expressed as a percentage.

## Statutory Statistics

% Gender Make-up of Employees



Gender pay gap

5.8% mean

0.0% median

Gender bonus gap

44.0% mean

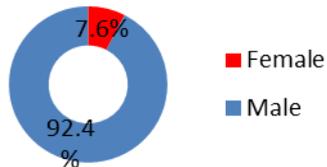
38.3% median

Proportion of women/men receiving bonus

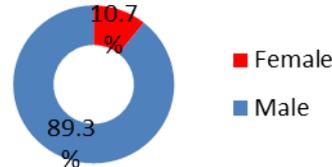
5.2% of women received a bonus

4.1% of men received a bonus

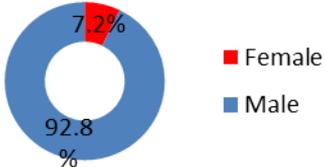
Women/Men in Quartile 1



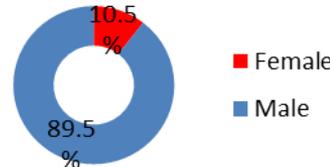
Women/Men in Quartile 2



Women/Men in Quartile 3



Women/Men in Quartile 4



## The future

Women are increasingly pursuing roles which have traditionally been undertaken by men. We are committed to supporting and encouraging this broadening of our range of talent into the future. Women made up a greater proportion of total hires in 2018/19 when compared with 2017/18 and appointments have tended to be at more senior levels.

Whilst always attentive to the needs of our business and capacity to service our customers, we seek to positively accommodate flexible working to enable all employees to develop long term careers with us.

We are increasingly offering Apprenticeships in a wide range of roles and aim to produce a broad pipeline of skilled and talented employees across all functions, irrespective of gender .

## Declaration

I confirm that the data in this report is correct as at the snapshot date 5<sup>th</sup> April 2018

Andrew B Malcolm  
Group CEO