



GENDER PAY GAP REPORT

Snapshot Date: 5th April 2025



Our Company

W H Malcolm Limited is one of the UK's largest Logistics and Construction service providers, employing around 1,800 people across a wide variety of roles and locations. The Company brings together a number of award-winning 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, Woodholme Construction is a member of the wider Group and a leader in laser controlled paving and specialist 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 dignity and respect for all and 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. 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. The Company has traditionally promoted from within and places a high value on 'hands on' operational experience, meaning that whilst our gender make up at senior level is gradually changing it remains 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 Company has made significant appointments of women at executive and strategic levels including at director level to champion inclusion and diversity and the social aspects of our Environmental, Social and Governance (ESG) initiatives.

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. Whilst broad initiatives such as management training and salary banding will positively influence the distribution of men and women across different job roles and ensure consistency, 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

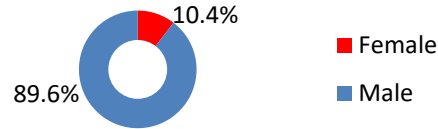
Data is related to a "snapshot" pay date of the 5th of April 2025 in accordance with the Regulations.

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 equally sized groups and the gender make up of each quartile expressed as a percentage.



Statutory Statistics

% Gender Make-up of Employees



Gender pay gap

-20.0% mean -0.3% median

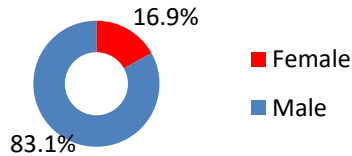
Gender bonus gap

16.4% mean -2.4% median

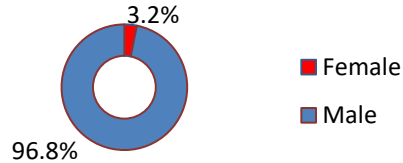
Proportion of women/men receiving bonus

4.6% of women received a bonus 3.8% of men received a bonus

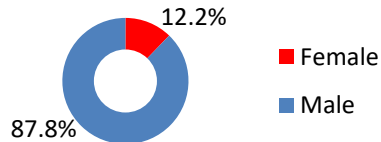
Women/Men in Quartile 1 (lowest)



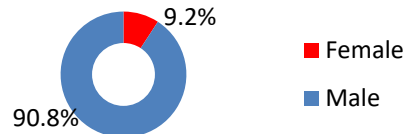
Women/Men in Quartile 2



Women/Men in Quartile 3



Women/Men in Quartile 4 (highest)



The future

Women are increasingly pursuing roles which have traditionally been undertaken by men, e.g. a number of drivers and planners in transport operations. Every one of our colleagues can access our internal communications platform and we increasingly celebrate the achievements of all. We are committed to supporting and encouraging this broadening of our range of talent into the future. As part of our drive to achieve greater diversity, appointments of women in recent years have tended to be to more executive and strategic roles.

Subject to the needs of our business and capacity to service our customers, we seek to accommodate flexible working requests.

We are proud to support and participate in numerous events at schools and colleges designed to promote key skills for all young people. We offer 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 5th April 2025

Andrew B Malcolm
Group CEO