

Gender Pay Gap Report

Foreword



Iain Sutherland

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Water Division
Managing Director

Energy Utilities Skills to keep abreast of what is going on. This, in turn, will provide our people equal access to the same opportunities for development and progression. We constantly endeavour to ensure that all our processes and policies guarantee fairness and equality for all. As part of M Group Services and its ongoing success, Morrison Water Services will continue to create opportunities for fulfilling and rewarding roles, making the best use of the skills and capabilities of all our people. The Group vision and values centre around investing in our people and behaving with integrity, in a manner respectful to all. Our business' values therefore underpin our commitment to ensuring that all our people are treated fairly and with equal access to opportunities.

In this financial year Morrison Water Services continued to solidify our intentions to remain focused on providing clients and customers in the water industry with a great quality service through having a diverse and inclusive workforce. As an operating business within M Group Services' Water Division, Morrison Water Services continues to collaborate with the operating businesses across all our Divisions - Energy, Telecom, and Transport - presenting us with many opportunities for working better together, creating synergies and sharing best practice to overcome the challenges we all face - many of which are quite similar.

This data specifically represents Morrison Water Services, helping us understand the progress and impact it is having in how we can create an inclusive workforce. We are confident that our efforts are starting to create that change in our business and in the industry we operate in.

We are now looking on how we utilise our learning and create great partnerships with

Our people are the core of Morrison Water Services and we are dedicated in creating a welcoming, supportive, and inclusive environment. This report is a great opportunity for us to reflect on our achievements to date and outline some of our upcoming commitments to continue to bridge the gender pay gap. We know there is so much more we can do. Our focus remains the same: to attract, retain and develop the best talent through effective recruitment, the provision of training and promotional opportunities. As part of M Group Services' Water Division, our people have access to development initiatives and programmes to strengthen our offering in how we develop our people, in particular our female workforce to be the best they can be. We have seen the benefits and recognition in what our efforts have contributed to, creating value while driving positive change and influencing the industry we operate in.

Since 2017, all UK organisations are required to report annually on their gender pay gap.

What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from Financial Year 2023, 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 includes pay for overtime, pay relating to redundancy / termination of employment, or the value of benefits which are not in the form of money.

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.

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 2,024 employees. This data includes many different roles that bring a variety of rates of pay.

2022/23

Gender Pay Gap & Bonus Gap

Our Results

When it comes to gender equality, Morrison Water Services is committed to creating a fair and level playing field, in which all 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.

We have seen an improvement in our Gender Pay Gap. In previous year, no company bonus was paid, therefore unable to compare against 2023 when typically, a higher proportion of bonus was awarded.

We have made positive steps to ensure our female workforce are being recognised for their contributions and awards are output driven.

Our drive to increase our female workforce is reflected in the increase of the proportion of all quartiles, notably the more senior roles.

Morrison Water Services

	2022 Return	2023 Return
% Mean Gender Pay Gap	18.95	15.76
% Median Gender Pay Gap	18.84	17.67
% Bonus Mean Gender Pay Gap	83.31	58.46
% Bonus Median Gender Pay Gap	-4.96	32.74

	2022 Return		2023 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	10.75	25.38	63.15	54.43

Quartiles

	2022 Return		2023 Return	
	%F	%M	%F	%M
Lower Quartile	34.91	65.09	35.17	64.83
Lower Middle Quartile	18.74	81.26	20.86	79.14
Upper Middle Quartile	15.32	83.84	16.16	83.84
Upper Quartile	13.32	86.68	15.37	84.63

Our 2023 Highlights

Leadership

We are working hard to improve our female representation and are committed to achieving a 25% increase by 2025.

Our strategy is to achieve a better balance of females and males in our senior and leadership roles through our talent management and succession planning – supporting future female talent with a focused leadership programme.

Recruitment & Attraction

We have been working hard to build our future talent pipeline, and last year we saw an increase of 7% of female apprentice's join our business. It is particularly challenging to attract females into our industry, however we are seeing a positive trend and hope to see a 10% increase next year.

We have made several changes to attract more women, including the way we word our job advertisements,

encouraging flexible working, and emphasising our enhanced maternity leave in our benefits.

We are encouraged to see more women becoming more comfortable in entering their gender in applications.

We have seen an increase in Women membership in our STEM ambassadors.

We have worked closely with local schools such as Stanley Grove Primary School, Wakefield to explain the importance of drinking clean water, of safe working and what our industry is all about. This will help the younger generation understand how they can use their skills and creative thinking in our industry.

Retention

Supervisory Programme

Shortly we will be launching the Supervisory Program.

This is in partnership with Energy Utilities Skills and HSP Training, a leading health and safety training provider.

This will be delivered to a diverse range of background, experience, and gender.

The approach to learning will be to give our workforce freedom, flexibility in how they learn, making the scheme more accessible for all, hence creating a Supervisory Programme benchmark in our industry.

Water Division Women's Network

Through our Women's Network we have launched various Lunch&Learn sessions to help our workforce talk about matters that are important to them.

Our Goals



25%

Increase of Female Representations

Hope to see a 25% increase by 2025.



10%

Increase of Female Apprentices

Hope to see a 10% increase next year.

Our Menopause Guidance and hub have proved a great opportunity for our workforce to discuss their shared experience from both a female and male perspective on how they are supported or support their partners going through menopause.

We are working on new initiatives for the year ahead including neurodiversity training and further improving our family friendly policies.

Progression

Performance Development Review

As we complete our first year of having a formal PDR process, we have a better understanding on the development requirements of our people. Our focus area is creating a learning and development platform according to the skill set we need, to strengthen the capability of our people managers in dealing with change and working with people from diverse backgrounds.

We want everyone who works with us to have a fulfilling career.

Memberships

To broaden our network, we are exploring to become a member of the Women's Utilities Network (WUN), creating a further opportunity to give our female workforce the skills and confidence they need to build lasting, fulfilling careers in our sector.



Maria Murray

Water Division
HR Director

Closing Statement

Our work on diversity, equity and inclusion will remain one of our top priorities in our people plan. Supporting and encouraging diverse views, experiences and perspectives within our business is more than a moral responsibility, but it is to help refine and improve the way we operate and how we work together as one team – with our people and our clients.

We are pleased to demonstrate the momentum and progress that we continue to make. We want our people, specifically our women, to feel included and valued, allowing them to be their authentic selves at work.

Through our shared learning, creating a better and inclusive learning and development platform will ensure we continue to attract and retain a diverse pool of people into our business and the wider M Group Services.

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A part of **MGroupServices**

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