

MCARTHURGLEN

GROUP

UK legislation requires organisations with 250 or more UK employees to publish information on their gender pay gap.

The data for McArthurGlen UK Limited, from **April 2021 to April 2022**, is shown below.

Hourly Pay Gap	Mean	Median
Difference between the average hourly pay for all male employees and all female employees	33.9%	28.4%

Hourly Pay Quartiles	Proportion of female employees in each pay quartile	Proportion of male employees in each pay quartile
Upper	40.3%	59.7%
Upper Middle	55.3%	44.7%
Lower Middle	71.1%	28.9%
Lower	71.4%	28.6%

12-month Bonus Gap	Mean	Median
Difference between the average 12-month bonus pay for all male employees and all female employees	48.1%	53.6%

Proportion of female employees receiving a bonus	Proportion of male employees receiving a bonus
84.1%	79.5%

The data shows that we have made significant progress with a reduction in the mean and median pay gap year on year.

Our continued focus on diversity of recruitment, improving gender balance and providing a range of flexible work options have supported the improvement in our gender pay gap. The proportion of colleagues receiving a bonus is reduced from April 2021 due to the attrition we have experienced, particularly within our Guest Experience roles.

As we have reported in previous years, we employ more men in our senior managerial and leadership roles. In addition, the business employs a larger proportion of women in part-time roles. These two factors continue to drive our gender pay gap.

We will continue to promote an environment that is focused on fairness and equal opportunities and monitor progress as we work towards closing our gender pay gap.

We remain committed to building a diverse, inclusive and open organisation that has our people at its heart and reflects our presence in the communities that we work within.

Susie McCabe
Co-CEO, MCARTHURGLEN GROUP



Joan Jove
Co-CEO, MCARTHURGLEN GROUP

