

Gender Pay Gap Report



HR Department

GMC Utilities Group Limited

1/12/2024



Introduction:

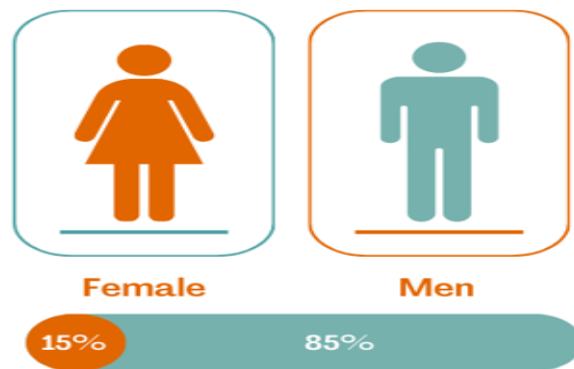
The gender pay gap is the difference in the average hourly wage of men and women across the workforce. It compares the pay of all working men and women, not just those in similar jobs, with similar working patterns, or with similar competencies, qualifications, or experience. A gender pay gap does not indicate discrimination or an absence of equal pay for equal-value work - it reports a gender representation gap.

GMC Utilities Group is committed to promoting diversity and inclusion, and we are actively working to improve gender balance within our Company. We continue to champion increasing women's representation in our Company and the broader construction industry.

Reporting information and definitions:

This snapshot reflects data captured between June 2023, and June 2024.

This report does not discuss equal pay, which is the statutory right to be paid equally for work determined to be the same or equivalent regardless of gender. We have robust procedures in place which support our company pay and grading structure. This ensures all roles are assessed against consistent principles and methodology and result in fair pay for all.



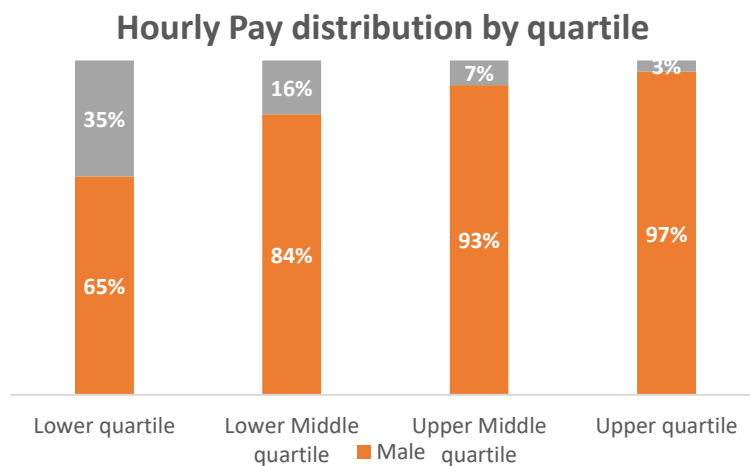
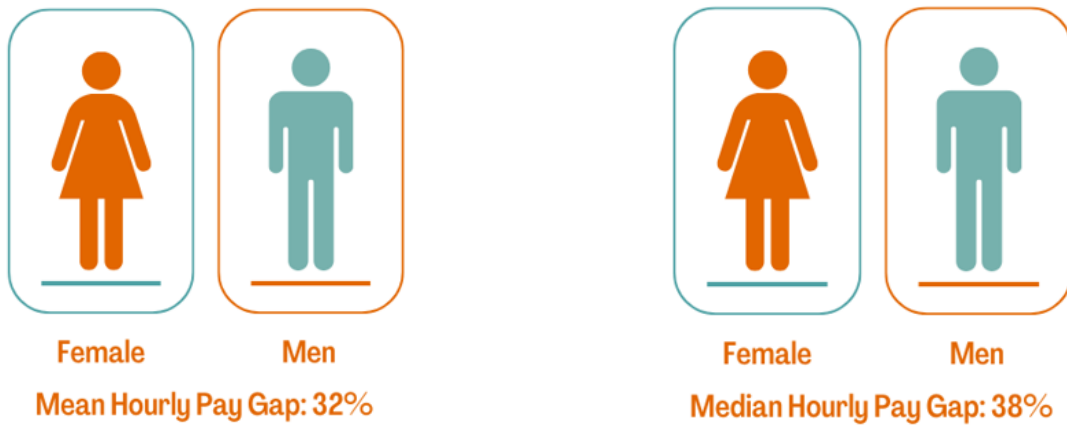
Our all-employee gender pay gap is driven by significantly lower female participation in engineering related roles. Our percentage of female employees is better than most companies in the construction sector at 15%.

According to the most recent CSO figures, 9% of construction employees are women, up from 8.49% since the previous data.



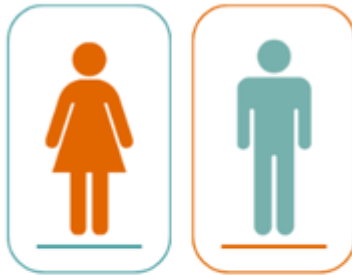
Our senior roles such as Directors and Project Managers mainly come through the trade route and are therefore male. Our support roles such as Data Analysis, Administration and Planning are more female dominated.

GMC Utilities Group has a mean Gender Pay Gap of 32% and a median Gender Pay Gap of 38%. The pay gaps are affected by the number of women in the business and by the overtime paid to site staff covered by the relevant Sectoral Employment Orders.



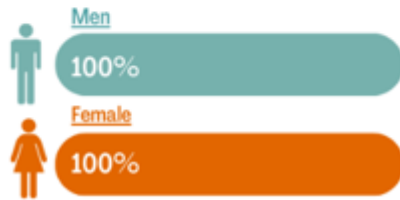


Bonus



Female

Men

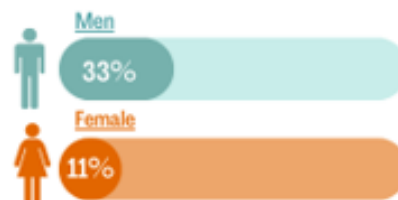


Benefit and Kind



Female

Men



BONUS GENDER PAY GAP

The Figures represent bonus payments to females expressed as a % lower than bonus payments to males.

Mean Bonus Gender Pay Gap

16%

Median Bonus Gender Pay Gap

0%



Future Commitments and Goals

GMC are continuing to build on our strategy to promote the GMC Group and the Utilities sector as a career path.

GMC takes and actions feedback as required from our employee surveys, results are shared with employees. We also involve employees in the company strategy, and volunteers are invited to participate in strategy workshops on themes aligned with our values. The output is reviewed by the board and actions are assigned to departments or individuals. Updates are provided by the Managing Director during briefings.

GMC is committed to providing equal pay for equal work without exception for every employee. We continue to ensure fairness and transparency in pay and all terms and conditions. Biannually GMC reviews all the employment levels in the organisation to ensure consistency of reward for roles at each level, comparing men and women's reward at each level.

GMC is committed to increasing and developing female talent across the Company including in leadership positions, despite being challenged with fewer females in the construction sector as a whole. We will continue to support women's career development through providing training, paid educational assistance as well as the necessary experiences to facilitate their progression.

GMC will continue to maximise our presence in college career fairs. During this reporting period, we attended ten college fairs. We regularly review our recruitment practices to ensure that we are attracting a diverse set of candidates.

By prioritising gender balance, we can create a more equitable, productive, and innovative work environment.

At GMC Utilities Group, we believe that International Women's Day isn't just a one-day celebration—it's an everyday commitment to empowering our amazing team of women. That's why we organized a special workshop with Madeline Gleeson, an empowerment coach, to inspire our female colleagues to prioritize their health and wellbeing.

