



MLM.
Group

Gender Pay Gap Reporting

GPG reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing the difference in pay gap between male and female employees.

Building Control has less than 250 employees so we are not required to report but we have included for completeness and transparency. Each year we will take a view on how we report.

MLM pride ourselves on being great people to work with and we demonstrate that by showing commitment in building and working relationships not only with clients but also within MLM.



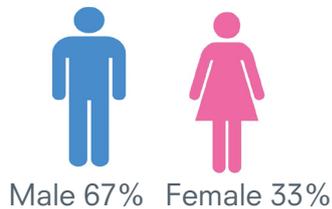
Neil Cooper
CEO

At MLM our people count.

Gender Pay Gap figures

MLM Consulting Engineers

Proportion of Employees

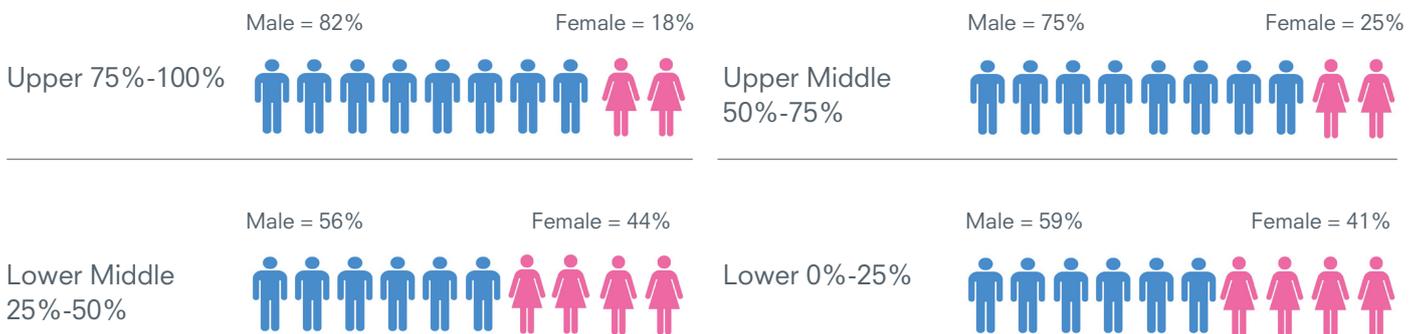


Difference in pay between male and female employees

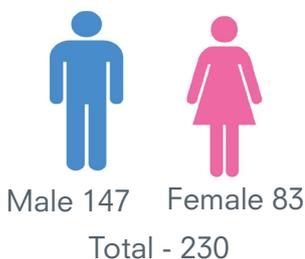
Mean = 20.96%

Median = 24.82%

Proportion of males and females in each quartile band



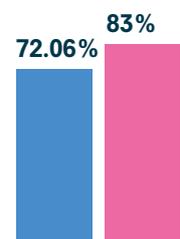
Bonus



Difference in bonus pay between male and female employees

Mean = 30.75%

Median = 1.64%

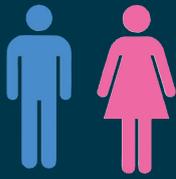


Percentage of employees receiving a bonus



Gender Pay Gap is not an equal pay issue as all male and female employees are paid equally for equivalent roles.

Mean bonus is again affected by the number of male employees even though proportionally more females received a bonus. The median shows that males and females are paid fairly and equally from a static base rate only adjusted by pro-rating of contractual hours, which more typically apply to female workers.

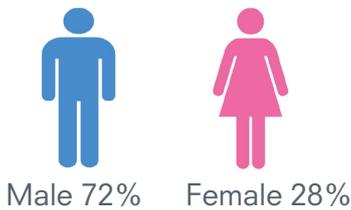


Pay gap differences between males and females arise throughout MLM Consulting Engineers as we have more males; **67% and of those 17%** are within senior roles and command a higher salary.

Due to the nature of the business we find males occupy more senior roles within the company. Within MLMCE of the 304 employees, 39 are Associate Director, Technical Director, Director or equivalent and of those 89% are male.

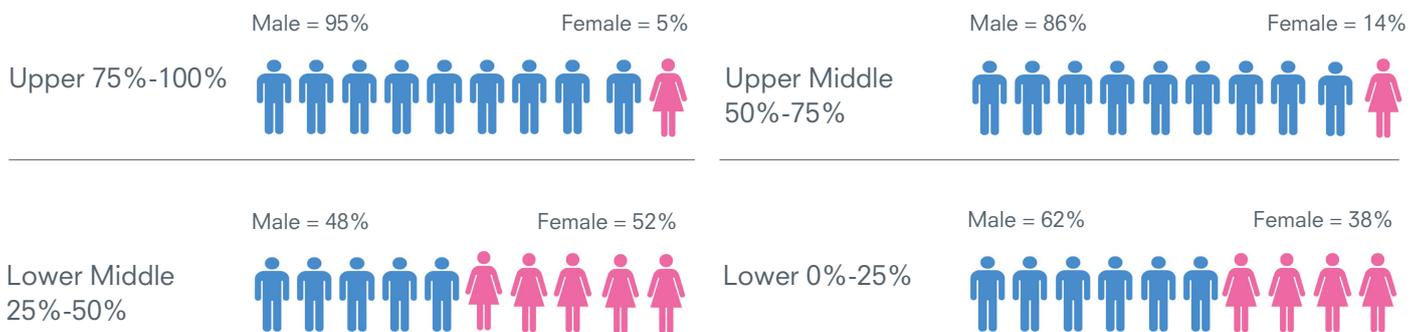


Proportion of Employees



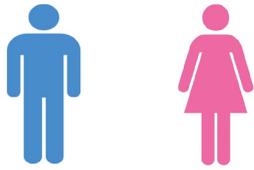
Difference in pay between male and female Employees	
Mean = 30.44%	Median = 38.33%

Proportion of males and females in each quartile band





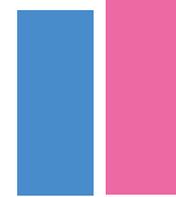
Bonus



Male 46 Female 19
Total - 65

Difference in bonus pay between male and female employees	
Mean = 38.92%	Median = 0%

74.2% 76%



Percentage of employees receiving a bonus

Pay differences between males and females arise throughout MLM Building Control as we have a significant larger proportion of male employees to female employees, of the 59 males 94.12% are within senior roles which command a higher salary.

Mean bonus shows a higher figure compared with MLMCE due to the percentage of males in MLMBC - 74.19% v 72.06%.

No difference in median shows we do not base bonuses on level of role/pay. Again as with MLMCE we paid a higher number of females a bonus with 1.81% more females receiving a bonus than males.



Since April 2017 of the **88** new starters within MLM Group, **35 were female and of this 37% were recruited into non-administrative roles.** We find that many of our Central Services and Administration teams are predominantly female with 85.5% occupying these roles.



MLM are always looking to increase diversity across all sectors. We are increasing our intake of Trainees and Graduate roles in order to develop from within, allowing people to achieve their potential and realise their goals.

MLM Training Academy

At MLM we are committed to lifelong learning and our Academy supports ongoing, voluntary and self-motivated pursuit of knowledge. New innovation and technologies are always being explored, tested and developed. Our commitment to facilitate learning and support personal development of our people is evident in our membership of 'The 5% Club' with more than 10% of our workforce consisting of graduates, trainees and apprentices.



MLM Values

MLM have a positive attitude, deliver on promises, communicate well and collaborate.

Neil Cooper
CEO