



MLM.
Group

Gender Pay Gap Reporting

Data as at 5 April 2018

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, expressed as a percentage of men's earnings.

MLM Group pride ourselves on being great people to work with and we demonstrate that by showing commitment not only with clients but also within MLM. At MLM our people count.



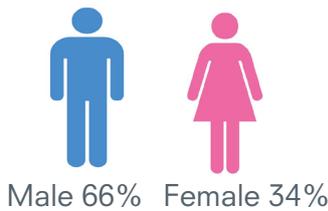
Neil Cooper
CEO

Gender Pay Gap figures

MLM Consulting Engineers



Proportion of Employees

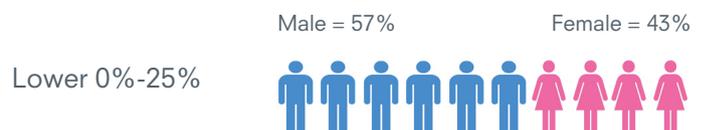
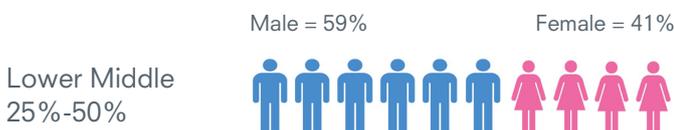
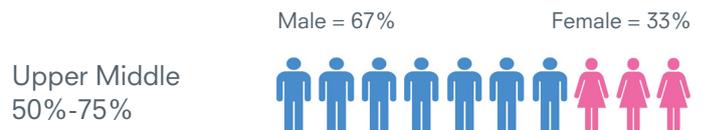


Difference in pay between male and female employees

Mean = 19.84%

Median = 22.68%

Proportion of males and females in each quartile band

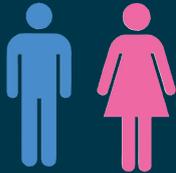




Gender Pay Gap is not an equal pay issue as all male and female employees are paid equally for equivalent roles.

Within MLM Consulting Engineers of the 354 employees, 65 are Associate Director, Technical Director, Director or equivalent and of those 90% are male.

Since 2017 to 2018 the difference in Mean pay has decreased by 1.12% and the Median pay has decreased by 2.14% which whilst is not a huge difference shows that measures are in place to improve year on year.



Pay gap differences between males and females arise throughout MLM Consulting Engineers as we have **more males; 66%** and due to the nature of the business we find males occupy more senior roles within the company.

↓ Mean pay decreased by **1.12%**

↓ Median pay decreased by **2.14%**

These calculations demonstrate two types of averages:

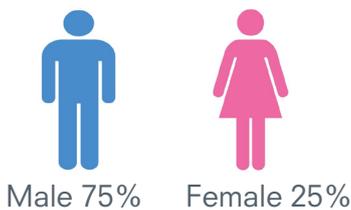
- A **mean** average involves adding up all of the numbers and dividing the result by how many numbers were in the list.
- A **median** average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

No bonuses were paid in the financial year from 6 April 2017 - 5 April 2018.

MLM Building Control

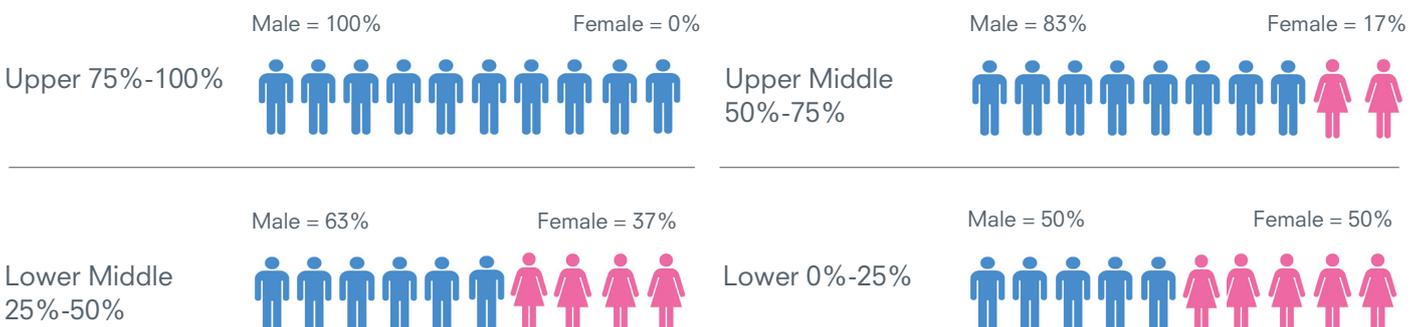


Proportion of Employees



Difference in pay between male and female Employees	
Mean = 35.45%	Median = 39.25%

Proportion of males and females in each quartile band





Pay differences between males and females arise throughout MLM Building Control as we have a significantly larger proportion of male employees to female employees. Since the last report focussing on 2017 data total headcount has dropped by 12 and of those nine were female, due to the reduction in female employees the Mean difference and Median difference has increased by 5.01% and 1% respectively.

↑ Mean pay increased by **5.01%**

↑ Median pay increased by **1%**

Of the 75 employees 23% of males are within senior roles and command a higher salary compared to 1.33% of females.

No bonuses were paid in the financial year from 6 April 2017 - 5 April 2018.

MLM Group Overview



Since April 2018 of the **98** new starters within MLM Group, **26 were female (26.5%) and of this 43% were recruited into non-administrative roles.**

Within MLM Group of the **99** employees who are classed as working within non-technical roles, **84% are females.**



MLM are always looking to increase diversity across all sectors. We are increasing our intake of Trainee and Graduate roles in order to develop talent 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 the 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, communicating well and collaborate.

Neil Cooper
CEO