



# GENDER PAY GAP REPORT

Snapshot Date: 5<sup>th</sup> April 2022



## **Our Company**

W H Malcolm Limited is one of the UK's largest Logistics and Construction service providers, employing around 2,000 people across a wide variety of roles and locations. The Company brings together a number of operating divisions.

Malcolm Logistics offers fully integrated road, rail and warehousing services throughout the UK to a number of major clients. Our modern road and rail fleet operates 24/7 through strategically placed hubs linking seamlessly to our extensive bonded and non-bonded warehousing operations which incorporate market-leading transport and warehouse management systems.

Malcolm Construction services all areas of the construction industry on a 'one stop shop' approach, including civil engineering and groundworks, waste management, landfill, recycling, quarrying and aggregate supply, plant, tipper and skip hire and sports surfaces. Malcolm Construction has earned an enviable reputation as a quality service provider, both on a stand-alone basis and alongside partners including major construction contractors, local authorities and consulting engineers.

Malcolm Maintenance carries out scheduled servicing for our in-house fleet of vehicles and plant by teams of highly skilled technicians at a number of workshops across the UK, together with third party servicing and maintenance for customers at our Centre in Linwood. This purpose built centre consists of commercial workshops, eight bay servicing, MOT, Tachograph, speed limiter installation centre and five state of the art paint spray booths.

The gender pay figures in this Report encompass all employees and all divisions of W H Malcolm Limited.

Additionally, Woodholme Construction is a leader in laser controlled paving and specialist in the preparation and full construction of all-weather surfaces.

Originating as a family business we are extremely proud of our traditions and family values and understand that the success of the business depends on the contribution of each one of our people. Central to this is a commitment to equal treatment regardless of gender or any other personal criterion: it needs to be so for us to continually strive to live up to our ethos: *practical solutions, successful partnerships*.



## Context

Our gender make-up and pay figures strongly reflect historical and cultural influences from wider society on what are traditionally male-dominated industries of construction, logistics and maintenance. Operational and shift working roles where shift premiums are included in the pay calculations make up the overwhelming majority of our jobs, and whilst it is a gradually changing picture these roles are themselves overwhelmingly undertaken by men. A number of pay awards were made in these sectors in 2021/22 as a response to pronounced pressures on skills across the whole economy such as a driver shortage and these have had a slight skewing effect on our gender pay. The Company has traditionally promoted from within and places a high value on 'hands on' operational experience, meaning that our gender make up at senior level is predominantly male. It is not uncommon for directors and senior managers to have begun their careers with W H Malcolm at 'shop floor' level. The Company has recently made significant appointments of women at executive and strategic levels including at director level to champion inclusion and diversity and the social aspects of our ESG initiatives.

W H Malcolm fully supports gender pay reporting. A gender pay gap should not be confused with equal pay. Gender pay looks at the differences between the pay of all men and all women across an organisation, whilst equal pay is concerned with paying a man and a woman the same for the same work. Pay in W H Malcolm is determined by relevant factors such as the requirements of the job and not the gender of the job-holder.

## How the measures are calculated

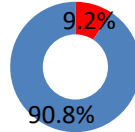
Data is related to a "snapshot" pay date of the 5<sup>th</sup> of April 2022 in accordance with the Regulations.

|                                         |                                                                                                                                        |
|-----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| Mean gender pay gap                     | The difference between the average hourly pay of all men and all women expressed as a percentage                                       |
| Median gender pay gap                   | The difference between the mid-point pay rate of all men and all women expressed as a percentage                                       |
| Mean gender bonus gap                   | The difference between the average bonus paid to men and women expressed as a percentage                                               |
| Median gender bonus gap                 | The difference between the mid-point bonus paid to men and women expressed as a percentage                                             |
| Proportions of men and women paid bonus | Proportions of men and women who were paid bonus                                                                                       |
| Pay quartiles                           | The range of hourly pay rates have been divided into 4 equal groups and the gender make up of each quartile expressed as a percentage. |



## Statutory Statistics

% Gender Make-up of Employees



■ Female  
■ Male

Gender pay gap

(19.9%) mean

0.4% median

Gender bonus gap

42.7% mean

37.2% median

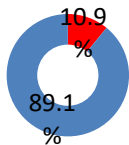
Proportion of women/men receiving bonus

5.6% of women received a bonus

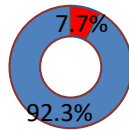
3.7% of men received a bonus

Women/Men in Quartile 1 (lowest)

Women/Men in Quartile 2



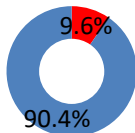
■ Female  
■ Male



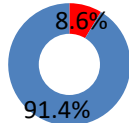
■ Female  
■ Male

Women/Men in Quartile 3

Women/Men in Quartile 4 (highest)



■ Female  
■ Male



■ Female  
■ Male

### Declaration

I confirm that the data in this report is correct as at the snapshot date 5<sup>th</sup> April 2022

Andrew B Malcolm  
Group CEO

### The future

Women are increasingly pursuing roles which have traditionally been undertaken by men, e.g. a number of drivers and planners in transport operations. We are committed to supporting and encouraging this broadening of our range of talent into the future. Appointments of women in recent years have tended to be at more senior levels, with a number of recent appointments of women to key executive and strategic roles.

Whilst always attentive to the needs of our business and capacity to service our customers, we seek to positively accommodate flexible working to enable all employees to develop long term careers with us.

We are increasingly offering Apprenticeships in a wide range of roles and aim to produce a broad pipeline of skilled and talented employees across all functions, irrespective of gender.