

# GENDER PAY GAP REPORT 2018

At Mick George Ltd, we know that our colleagues are the most important asset and that is why we invest in making sure all employees are paid and rewarded fairly, regardless of their gender, age or ethnicity.

The Mick George Group consists of 9 operating businesses and currently employs around 1,200 staff. Although not all of the business entities were required to report due to having less than 250 employees, we have elected to include them all within our gender pay gap report.

We consider it is important due to the nature of the Group's business operations to provide some background information which we consider enables observers to gain a better understanding. The majority of the roles within the group are for HGV drivers and Construction operations such as large plant operators and construction/development site operatives/labourers and do not attract very many applications from Females. Where historically we have received applications from females they have been engaged and rewarded on exactly the same terms as their Male counterparts. Bonus payments where paid are predominantly for compliance based activities to encourage model behaviour.

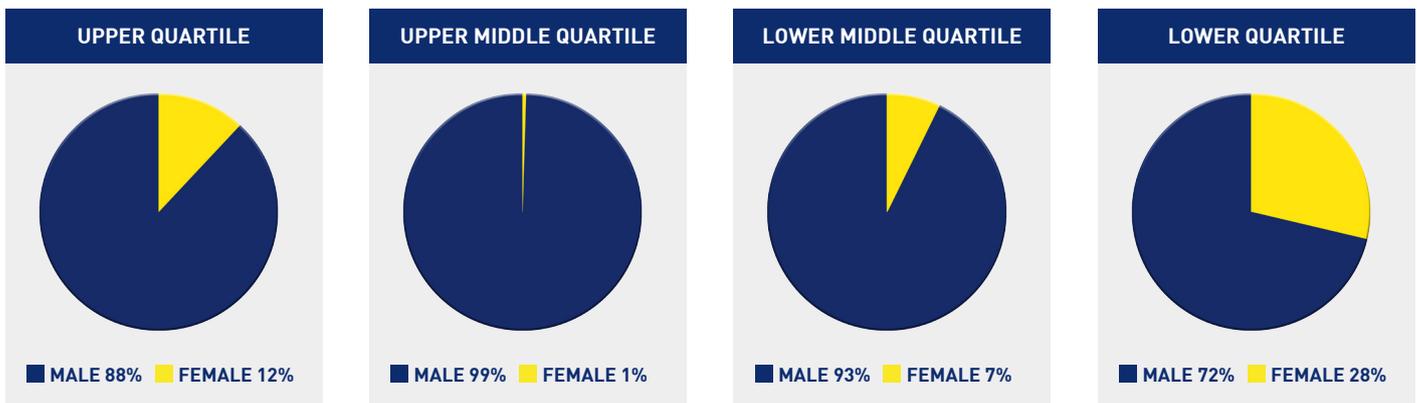
We consider ourselves to be an inclusive Employer where equality and diversity in the workplace provides a great working environment.

## THE DATA

Our median (or midpoint) gender pay gap is 18.5%, our mean gap (the difference between the average earnings of males and females) is 15.7%.

Our mean bonus gap is 57.9%, 21.2 % of our female employees receive bonus payments, compared with 75.2 % of our men due to the roles where performance related bonus incentives are given.

Please see below quartiles detailing the percentage of men and women who sit in each band.



Whilst we acknowledge gender gaps exist we do not consider it is as a result of a lack of equality but more a reflection of the business sector in which our businesses operate.

We consider that both our policies and practices are fair throughout the group and representative of the culture and environment in which we operate. We always strive to do more and are committed to continually improving. We are committed in providing all current staff and all future employees with the learning and training opportunities they need to develop and progress within Mick George whilst maintaining an inclusive and diverse environment.