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# GENDER PAY GAP REPORT

CLAIRE BARKER - HR DIRECTOR

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# FOREWARD

## *Reflections from Claire Barker, Human Resources Director*

At MJ Quinn Integrated Services Limited, we are committed to fostering an inclusive and equitable workplace. As part of our ongoing efforts to promote transparency and address gender disparities, we present our gender pay gap report for 2024. This report provides a detailed analysis of the distribution of male and female employees across various pay quartiles, as well as the mean and median hourly pay and bonus pay disparities.

Our findings highlight the areas where we must continue to focus our efforts to close the gender pay gap and ensure fair compensation for all employees. We are dedicated to implementing initiatives that support gender parity within our organisation, including regular pay audits, pay transparency, training and development opportunities, flexible working policies, and diversity and inclusion initiatives.

While we have made strides in promoting gender equality, these figures underscore the importance of our ongoing commitment to addressing gender pay disparities and fostering a culture of equality and respect.



**Claire Barker**  
HR Director

### **Declaration**

I confirm that our data has been calculated according to the requirements of the **Equality Act 2010** (Gender Pay Gap Information) Regulations 2017

A handwritten signature in cursive script that reads "C. Barker".

# INTRODUCTION

Established in 1978 M.J. Quinn is a national organisation, with contracts covering the length and breadth of the UK and Ireland.

We provide design, installation, and maintenance of telecoms, mechanical, electrical, fire detection and suppression systems, LED Lighting, Air Cooling, solar and building services. These services cover a customer base across a multitude of different industries including transport, retail, commerce, public services, education, and hospitality.

## Gender Pay Gap Reporting

The Gender Pay Gap reporting regulations came into force in April 2017 and requires UK employers with 250 or more relevant employees to publish mandatory information concerning gender pay.

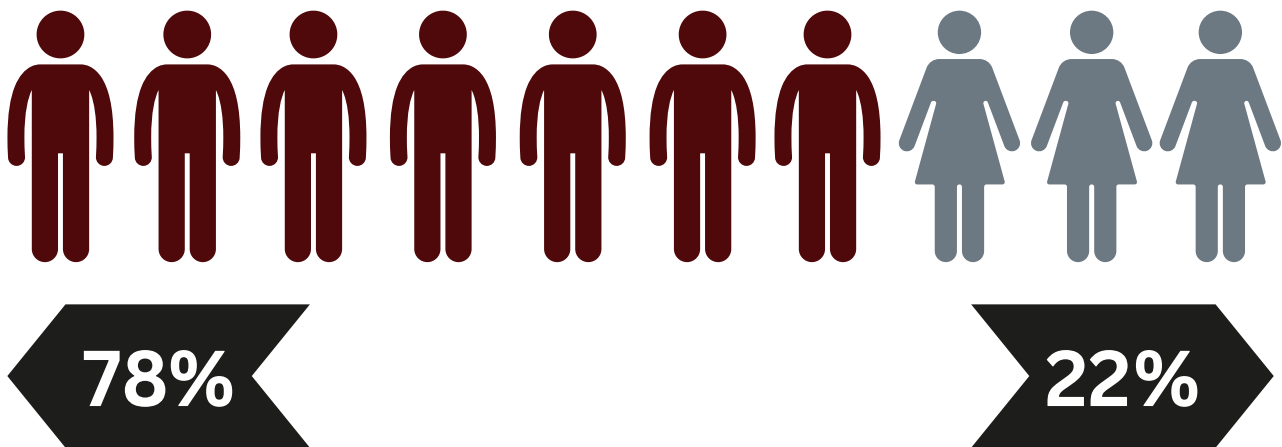
As an employer with more than 250 staff, MJ Quinn must report and publish the following information annually:

- The percentage of men and women in each hourly pay quarter.
- Mean (average) gender pay gap using hourly pay.
- Median gender pay gap using hourly pay.
- Percentage of men and women receiving bonus pay.
- Mean (average) gender pay gap using bonus pay.
- Median gender pay gap using bonus pay.

The following report documents data from MJ Quinn's payroll and describes how the Company is actively taking steps to address the gap identified.

# OUR DATA AT A GLANCE

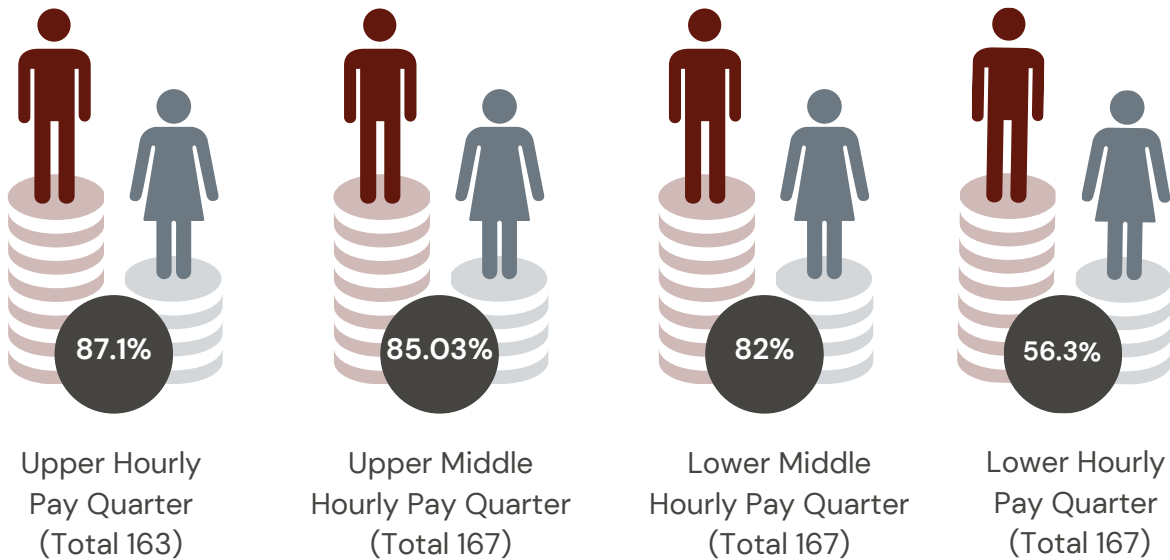
The gender pay gap calculations are based on figures drawn from a specific date each year referred to as the 'snapshot date'. In this report the snapshot date refers to April 2023. At the snapshot date MJ Quinn employed 664 employees, all of which were in scope for bonus pay calculations.



## Employee Distribution

Our analysis reveals the distribution of male and female employees across four pay quartiles. In the Upper Hourly Pay Quarter, males constitute 87.1% (142 employees), while females make up 12.9% (21 employees). In the Upper Middle Hourly Pay Quarter, males represent 85.03% (142 employees), and females account for 14.97% (25 employees). The Lower Middle Hourly Pay Quarter shows 82.0% males (137 employees) and 18.0% females (30 employees). Finally, in the Lower Hourly Pay Quarter, males comprise 56.3% (94 employees), and females constitute 43.7% (73 employees).

# PAY QUARTILES



As shown here, all four pay quartiles show a larger percentage of males in each pay quartile. This figure is reflective of the lower numbers of females in the company.

Historically the telecommunications and critical infrastructure industries have been male dominated with many roles falling within technical and field-based disciplines.

The proportion of females in the upper pay quartile has remained the same at 13% since last year. There has increased 7% from 8% to 15% in the upper middle quartile. The lower middle quartile has decreased by 6% from 24% to 18%. The lower quartile has also decreased the number of females by 2% from 44% since last year.

Overall, the gender distribution is skewed towards male employees, which is mirrored within the telecommunications and critical infrastructure industries.

# HOURLY PAY GAP

## MEAN HOURLY GAP

	Men	Women	Pay Gap
Mean Hourly Pay	£19.35	£15.86	18.01%

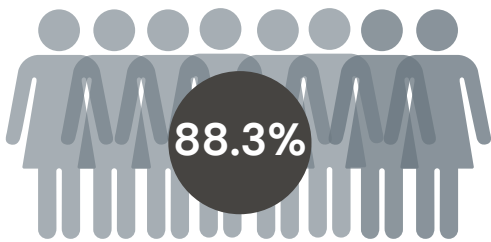
## MEDIAN HOURLY GAP

	Men	Women	Pay Gap
Median Hourly Pay	£16.99	£13.28	21.83%

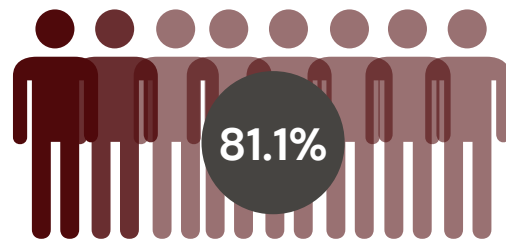
The mean hourly pay for men is £19.35, while for women, it is £15.86, resulting in a mean gender pay gap of 18.01%. The median hourly pay for men is £16.99, compared to £13.28 for women, leading to a median gender pay gap of 21.83%.

# BONUS PAY

When it comes to bonus pay, 81.1% of males and 88.3% of females received bonuses. However, the mean bonus for males is £1,363.19, whereas for females, it is £666.93, resulting in a mean gender pay gap in bonuses of 51.1%. The median bonus for males is £665.00, while for females, it is £475.00, leading to a median gender pay gap in bonuses of 28.6%.



Women received a bonus



Men received a bonus

## MEAN BONUS PAY

	Men	Women	Pay Gap
Mean Bonus Pay	£1,363.19	£666.93	51.1%

## Median Bonus Pay

	Men	Women	Pay Gap
Median Bonus Pay	£665.00	£475.00	28.6%



# INITIATIVES TO ADDRESS THE GENDER PAY GAP

At MJ Quinn Integrated Services Limited, we are committed to actively taking steps to address the gender pay gap identified in our report. Our initiatives include:

**Regular Pay Audits:** We will conduct regular pay audits, at least annually, to evaluate job roles and pay grades, and to identify and address any potential pay disparities. These audits will be conducted by HR, and the findings will be reviewed by the board.

**Pay Transparency:** We are committed to pay transparency and will clearly communicate the factors that determine pay, including the job evaluation process, market rates, and performance considerations, during each salary review. We also publish our gender pay gap reports annually on our website, in line with legal requirements, and take actions to address any identified disparities.

**Training and Development:** We provide training and development opportunities to ensure that all employees have the skills and knowledge needed to advance in their careers. We are looking at launching leadership development programs and mentoring schemes to support the progression of women into senior roles.

**Flexible Working Policies:** We offer flexible working policies to support work-life balance and to help employees manage their personal and professional responsibilities. This includes options for flexible hours, and part-time roles.

# INITIATIVES TO ADDRESS THE GENDER PAY GAP CONTINUED

**Diversity and Inclusion Initiatives:** We have a range of diversity and inclusion initiatives in place to promote a culture of equality and respect. The business has plans to introduce employee resource groups, additional diversity training, and initiatives to support underrepresented groups within the company.

In addition to the steps outlined above, the company is also focusing on:

**Intersectionality:** Recognising that individuals may experience multiple forms of discrimination based on intersecting protected characteristics, and addressing these complexities in equal pay practices.

**Timely Resolution of Complaints:** Committing to the timely resolution of any cases of unequal pay to build trust within the organisation.

**Manager Training:** Training managers to ensure consistent application of equal pay practices.

**Policy:** the introduction of an equal pay policy.

These initiatives are part of MJ Quinn Integrated Services Limited's ongoing commitment to closing the gender pay gap and ensuring fair compensation for all employees.

# PROGRESS

The distribution of employees by pay quartiles shows a slight increase in the percentage of females in the Upper and Upper Middle quartiles in the current report compared to April 2023.

The mean and median hourly pay gaps have remained relatively stable, with a slight decrease in the mean gender pay gap from 18.92% in April 2023 to 18.01% in the current document.

The percentage of employees receiving bonuses has increased slightly for both males and females in the current document.

The mean gender pay gap in bonuses has remained relatively stable, while the median gender pay gap in bonuses has decreased from 30.77% in April 2023 to 28.6% in the current document.

These comparisons highlight the progress made by MJ Quinn Integrated Services Limited in addressing the gender pay gap, while also indicating areas where further improvements can be made.

# CONCLUSION

At MJ Quinn, we recognise that our workforce composition reflects broader industry trends. The telecommunications and engineering sectors, in which we operate, have historically seen a higher representation of men compared to women. This is a common characteristic across the industry and is influenced by various factors, including educational pathways and career choices that have traditionally attracted more men.

In our 2024 Gender Pay Gap Report, this gender imbalance is evident in the distribution of employees across different pay quartiles. For instance, in the Upper Hourly Pay Quarter, males constitute 87.1% of the workforce, while females make up 12.9%. Similarly, in the Upper Middle Hourly Pay Quarter, males represent 85.03%, and females account for 14.97%. This pattern continues in the Lower Middle and Lower Hourly Pay Quarters, with males comprising 82.0% and 56.3% respectively.

The predominance of men in higher-paying roles has a direct impact on our gender pay gap figures. The mean hourly pay for men is £19.35, while for women, it is £15.86, resulting in a mean gender pay gap of 18.01%. The median hourly pay gap is even more pronounced at 21.83%.

----- End of Report -----