

2022-23 Gender Pay Gap.

Our company context

As part of a global project and programme management consultancy, MI-GSO | PCUBED (M|P) UK operates across public and private sector organisations in a number of industries including manufacturing, technology, financial services, and energy.

Working in these industries relies on attracting and retaining talent with strong science, technology, engineering and mathematics (STEM) skills.

Female underrepresentation in these fields continues to be a challenge for the industry and for companies like ours who seek balanced representation at all levels.

Our obligations

As a responsible employer with more than 250 employees and in compliance with our statutory duties under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 MJP are publishing our Gender Pay Gap analysis. This report, published in March 2023, sets out our MJP data at the snapshot date in April 2022.

We are required to publish the following six data points for our UK business:

- Mean gender pay gap
- Median gender pay gap
- Headcount: % of males and females in each quartile of the data
- Mean gender bonus pay gap
- Median gender bonus pay gap
- Proportion of males and females receiving bonus pay

What is the gender pay gap?

The gender pay gap is the difference in the average mean and median earnings (hourly pay and bonus pay) between men and women in an organisation. It is expressed as a percentage of the average male earnings.

The gender pay gap can be confused with equal pay. The two overlap but they are not the same. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, who work for the same employer. It is unlawful to pay people unequally because they are a man or a woman. The data contained in this report is not a measure of equal pay, as the reporting methodology does not take into account level or role.

National data

At national level, gender pay gap data is produced by the Office for National Statistics (ONS) using a sample of data from their Annual Survey of Hours and Earnings (ASHE). The ASHE survey covers workers in all organisations irrespective of size, whilst the statutory reporting process that we are inputting to focuses on just organisations. The ONS estimates the gender pay gap on the basis of hourly earnings, excluding overtime, and reports the median rather than the mean earnings. By comparison, our calculations are not produced on the basis of a sample, but on our complete population. The data which MJP submits into the UK Government statutory reporting programme does not form part of the ONS data set. As the ASHE sampling techniques are robust, it is possible to make some comparison between the ONS headline figures and our gender pay gap figures - however due to the differences in approach such comparisons should only be broad-brush.

Our headline data

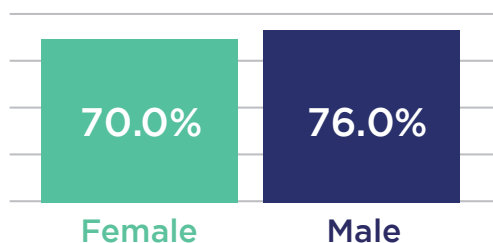
The 2022-23 reporting period is the first year in which MJP has met the mandatory threshold for statutory reporting. Whilst reporting was not mandatory in prior years due to our headcount, we have analysed our gender pay gap data internally since 2018 (with the exception of 2020) and can see positive trends in our data.

Overall gap between men and women

5th April 2022 snapshot data

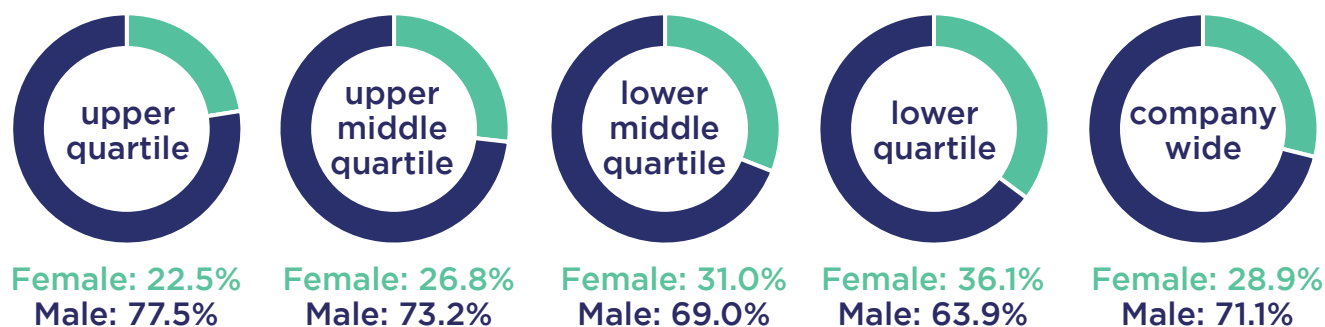
	Mean	Median
Hourly pay	14.8%	11.4%
Bonus pay	19.5%	4.6%

Proportion of employees who received bonus pay in the 12 months to 5th April 2022



Percentage of men and women in each pay quartile

in each pay quartile



About the data

Our internal data is calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data includes all UK workers on our payroll.

Our median pay gap is 11.4% and our mean pay gap is 14.8%. Like many companies in our space, this pay gap is primarily due to having fewer women in the organisation, particularly at the more senior levels. That our mean gap is larger than our median is also a product of having more men in senior roles with the range of hourly pay being skewed by the higher end earners.

Our goal is to increase representation of women at all levels of the firm, and for the proportion of women to be equal through the organisation.

Our commitments

At M|P we are committed to building a company that is truly diverse and inclusive. In 2022, for the second year running we signed the Inclusive Culture Pledge, an initiative managed by diversity consultancy The EW Group. Joining the Pledge is a public commitment that we take diversity and inclusion seriously and that we understand the need to provide our employees with a safe, fair and supportive place to work.

In pledging, we commit to continuing to strive to shape and nurture a culture where everyone is valued; where inclusiveness is a reflex, not an initiative and where Equality, Diversity & Inclusion (EDI) underpins our values and everything we do. With passion and understanding, we will unfold the complexities of the EDI agenda, raising awareness across the workforce, creating a safe space for open dialogue and enabling everybody to play their part. Gender diversity is one key area of our overall strategy.

Our pledge translates into action. Here are some of our recent highlights:

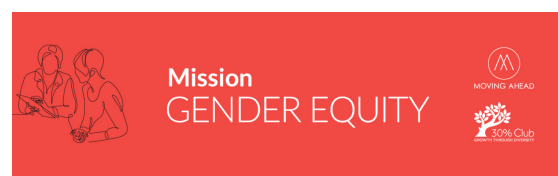
- We are extremely proud to be ranked second place in the mid-sized organisations (250-999 employees) category for 'Britain's Healthiest Workplaces'. The results were published in the Financial Times who proclaimed M|P to be a 'stress-busting success with a working environment where you can bring your whole self to work'. Wellbeing for all staff is a priority and taking part in the survey allows us to understand how our people feel about M|P on a wide range of wellbeing topics, including the levels of inclusivity and diversity here at M|P.
- For the sixth year running we are proud to participate in Mission Gender Equity (formerly known as the 30% Club), a cross company mentoring programme whose mission is to develop a diverse pool of talent and to drive towards better gender balance at all levels. Each year a cohort of high potential females from M|P are assigned external senior leader mentors, and M|P also provides mentors into the scheme.
- Our Communities of Purpose continue to evolve and as part of our overall EDI mission we have established The Women's Network - part of our M|Proud Affinity Groups. Sponsored by senior leadership The Women's Network exists to create a space for employees to come together to learn and by sharing lived experiences, and to celebrate and recognise individual and collective achievements.
- Our talent acquisition programme has been revised and elevated across the end to end recruitment journey in order to dial out unconscious bias, remove bias from recruitment advertising and to improve the diversity of our interview

panels. Our channel strategy for sourcing is focussed on improving the diversity mix of candidates entering our interview process, which includes diversity of gender.

- In recognition of the gender imbalance that exists in many of the sectors in which we operate, M|P is a proud signatory to the Women In Nuclear Charter. Alongside over 60 other organisations we are committed to helping address unequal gender representation across traditional occupational groups in the nuclear industry and within M|P.

There is certainly more to do to close our gender pay gap. We believe the biggest change will come by improving gender representation at all levels of the firm, and in particular at senior levels.

We are committed to this goal and we are on a journey towards it.



Declaration

We confirm the gender pay gap data contained in this report for Program Planning Professionals (t/a MI GSO | PCUBED) is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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