

MIGSO-PCUBED

AN ALTEN COMPANY

2023-24 Gender Pay Gap.

Our company context

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

Success in these industries hinges on attracting and retaining talent with strong science, technology, engineering, and mathematics (STEM) skills. However, the persistent underrepresentation of females in these fields poses an ongoing challenge for the industry and for companies like ours striving for balanced representation across 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 MP are publishing our Gender Pay Gap analysis.

This is MP's second Gender Pay Gap report, published in April 2024, and sets out our MP data at the snapshot date in April 2023 with bonus data from the preceding 12 months.

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 irrespective of role, responsibilities, or seniority. 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

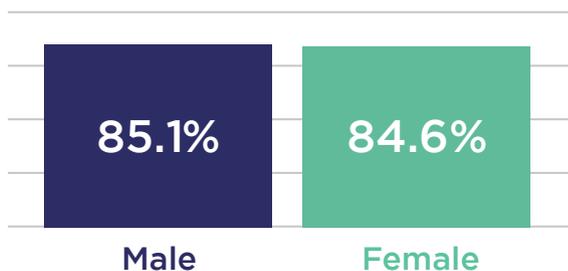
At national level, gender pay gap data is produced by the Office for National Statistics (ONS) using a sample of data from their Annual Survey of Hours and Earnings (ASHE). The ASHE survey covers workers in all organisations irrespective of size, whilst the statutory reporting process that we are inputting to focuses on just large 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 MP 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

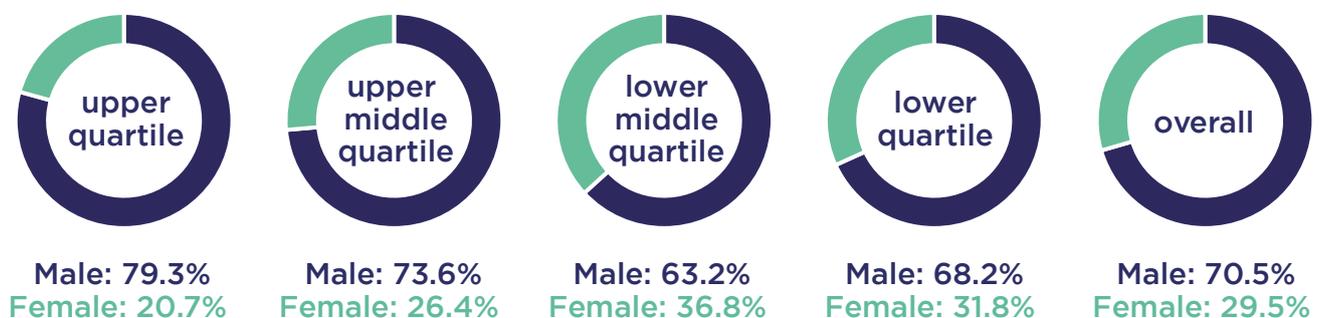
Overall gap between men and women 5th April 2023 snapshot data

	Mean	Median
Hourly pay	11.8%	6.9%
Bonus pay	23.1%	12.5%

Proportion of employees who received bonus pay in the 12 months to 5th April 2023



Percentage of male and female employees in each pay quartile



About the data

Our 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 at the snapshot date.

This year represents another step forward in our ongoing efforts to mitigate the gender pay gap, as evidenced by the notable improvements in our median and mean hourly pay gaps. Our median hourly pay gap has decreased to 6.9% from 11.4%, while our mean hourly pay gap now stands at 11.8%, down from 14.8%. Despite these advancements, a gender pay gap persists within our organisation, a common challenge shared by many companies in our sector. This gap predominantly stems from the underrepresentation of women, particularly in senior leadership positions. Notably, our mean pay gap remains larger than our median, primarily due to the higher concentration of men in senior roles, which skews the range of hourly pay towards the upper end.

In terms of bonus pay, our data reflects a positive increase in the percentage of employees receiving bonuses for both men and women compared to the previous year, with rates standing at 85.1% and 84.6%, respectively. The data also shows us that the bonus pay gap has widened since the prior reporting period. Year on year fluctuations in mean and median bonus gaps are influenced by a variety of factors, including changes in population size, eligibility criteria, award composition and distribution, along with levels of variable pay among individuals occupying senior positions, where the majority are men.

We acknowledge there may be annual fluctuations in some of the statistical data points, not always in the right direction compared to the prior period, however, our commitment to long-term progress remains steadfast. Although we have only externally published our data for two years, internally, we have been tracking our metrics since 2018 and have witnessed significant improvements across all measures during this time.

Moving forward, we reaffirm our commitment to fostering greater gender diversity throughout our organisation, aiming for equitable representation of women at every level.

Our commitments

At MP we are committed to building a company that is truly diverse and inclusive. 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 EDI underpins our values and everything we do. Gender diversity is one key area of our overall strategy.

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

- For the second consecutive year, we are immensely proud to have secured the second position in the mid-sized organisations (250-999 employees) category for ‘Britain’s Healthiest Workplaces’. Prioritising the wellbeing of all our staff remains central to our ethos. Participating in this survey provides us with valuable insights into how our employees perceive MP across a spectrum of wellbeing-related subjects, including inclusivity and diversity.
- For the seventh year running, we are honoured to engage in Mission Gender Equity (formerly known as the 30% Club), a collaborative cross-company mentoring initiative. The programme aims to cultivate a diverse talent pool and advance gender balance across all organisational levels. Annually, a cohort of high-potential females from MP are paired with external senior leaders as mentors, while MP also contributes mentors to the programme.
- Our EDI Community of Purpose continues to evolve, fostering a safe environment to actively drive positive change, advocate, and challenge norms. Through collaborative efforts, allyship, and engaging in challenging conversations, the community aims to disrupt the status quo and pave the way for a more inclusive and diverse workplace.
- Our Affinity Networks represent a vital initiative within our EDI Community of Purpose. These are community-led groups dedicated to cultivating a diverse and inclusive workplace. By offering support and establishing a secure environment, they encourage colleagues to openly share experiences and embrace their authentic selves at work. Affinity Networks serve as invaluable

platforms for both addressing concerns and cultivating innovative ideas. The Women’s Network is one of six active affinity groups. Its mission is to foster an inclusive workplace where women and their allies can flourish personally and professionally. Through mentorship, training, leadership opportunities, and a supportive community, the Women’s Network strives to empower its members to thrive and advance in their careers while promoting gender diversity and equality.

- For the last two years we have sponsored the APM’s Women in Project Management Conference. Our support to this event, as well as the provision of speakers and facilitators, have contributed to the success of this flagship event organised by the APM. Our continued support underscores our commitment to promoting women in project management and empowering their professional growth.
- Our Talent Team actively participated in two Women in STEM careers fairs held in Manchester and Birmingham, where we had the privilege of featuring an MP speaker who shared her inspiring journey from STEM to PM.

Closing our gender pay gap remains a priority, and we recognise there’s still work to be done. We firmly believe that significant progress will be achieved by enhancing gender representation across all tiers of our organisation, with a particular focus on senior levels. Committed to this objective, we are actively advancing on this journey.



Declaration

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



Sharon Walsh
UK Director & Head of Human Resources



Richard Siddle
UK Director & Country Manager

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www.migso-pcubed.com
info@migso-pcubed.com