



Gender Pay Gap Report

2022/23

Foreword



Simon Best

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Energy Division
Managing Director

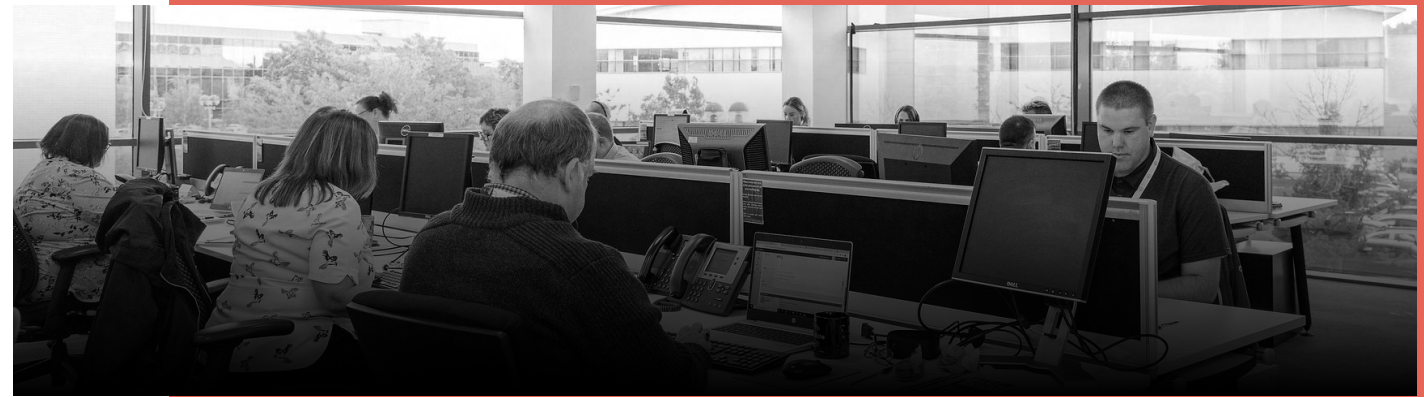
The energy division operates the widest range of energy services in the UK including infrastructure and end user infrastructure services – from transmission, through Distribution and Connections to Metering, EV and Home Decarbonisation.

We are committed to creating an inclusive culture that drives our business forward by embracing diversity and creating a strong sense of belonging. An inclusive culture is more than just a checklist; it's taking the lived experiences and informed ideas from all walks of life and using them to shape an organisation where everyone is supported and celebrated, and everyone has the opportunity to be their best.

Our annual employee survey allows our people to provide invaluable feedback, which – amongst other important actions – helps us ensure that our approach to inclusion is being lived within our operations. We utilise this insight to continually evolve our practices and ensure that we take positive steps forward.

As part of a successful and growing M Group Services, the Energy Division will continue to create opportunities, making the best use of the skills and capabilities of all our people.

I hope that you find this report insightful.



Since 2017, all UK organisations are required to report annually on their gender pay gap.

What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from Financial Year 2023. This is a snapshot taken at the end of the Financial Year and includes current employees on the payrolls at the date of data collection. This base won't include overtime. Leave is only included if the employees receives full pay for the period of absence (i.e if they are on full sick pay or full maternity pay). If they are only on Statutory Sick Pay or Statutory Maternity Pay for their absence or unpaid leave, then they are excluded from the Gender Pay Gap reporting figures.

How are the pay quartiles calculated?

In the report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, then splitting that list into four equal-sized groups and calculating the percentage of males and females in each.

Understanding the Gender Pay Gap Gender Pay Definition

The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority – across an entire organisation, business sector, industry or the economy as a whole.

It can be driven by the number of men and women across all roles. The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.



How are the median and mean gaps calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire business, of approx. 3,500 employees. This data includes many different roles that bring a variety of rates of pay.

2022/23

Gender

Pay Gap

& Bonus Gap

Morrison Data Services

	2022 Return	2023 Return
Mean Gender Pay Gap %	-9.01	-9.21
Median Gender Pay Gap %	-3.86	-1.65
Bonus Mean Gender Pay Gap %	37.92	8.62
Bonus Median Gender Pay Gap %	42.02	9.76

	2022 Return		2023 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	38.66	53.81	35.90	62.82

Quartiles

	2022 Return		2023 Return	
	%F	%M	%F	%M
Lower Quartile	9.25	90.75	11.85	88.15
Lower Middle Quartile	8.62	91.38	7.73	92.27
Upper Middle Quartile	9.25	90.75	10.59	89.41
Upper Quartile	11.85	88.15	11.33	88.67

MES Transmission Networks

	2022 Return	2023 Return
Mean Gender Pay Gap %	-23.61	-2.69
Median Gender Pay Gap %	-1.62	12.12
Bonus Mean Gender Pay Gap %	100.00	-14.55
Bonus Median Gender Pay Gap %	100.00	-66.00

	2022 Return		2023 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	0.00	0.33	26.09	21.12

Quartiles

	2022 Return		2023 Return	
	%F	%M	%F	%M
Lower Quartile	10.13	89.87	11.11	88.89
Lower Middle Quartile	3.85	96.15	4.94	95.06
Upper Middle Quartile	7.59	92.41	1.23	98.77
Upper Quartile	7.69	92.31	11.11	88.89

Morrison Energy Services

	2022 Return	2023 Return
Mean Gender Pay Gap %	29.28	32.82
Median Gender Pay Gap %	29.36	32.55
Bonus Mean Gender Pay Gap %	-157.07	76.53
Bonus Median Gender Pay Gap %	-157.82	36.02

	2022 Return		2023 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	3.13	15.71	60.32	57.66

Quartiles

	2022 Return		2023 Return	
	%F	%M	%F	%M
Lower Quartile	46.20	53.80	55.14	44.86
Lower Middle Quartile	21.05	78.95	21.74	78.26
Upper Middle Quartile	13.45	86.55	14.59	85.41
Upper Quartile	11.76	88.24	10.33	89.67



Our Approach To Closing The Gender Pay Gap

We recognise having a diverse workforce, of the right people with the right skills, is a key enabler for our business plan. We are committed to inclusive culture to attract and retain colleagues from a diverse range of groups, including women, across all levels within the Energy Division. We will achieve this through a strong sense of belonging, where individuals feel valued for their contribution, supported to develop and have a strong understand of the part they play in our business.

In Place

We promote equal access to development opportunities and have created an intranet platform to allow easy access for all. This reduces the need for travel and overnight stays which are often required for in person training, which can be restrictive and limit attendance. Our Development Hub provides personal and leadership development and learning, through a combination of self-learning on our 'Skill Zone' and 'Learning In Action' areas, and remote interactive sessions via our weekly 'Learning Live in 45' and our 5 week 'Development Bootcamps'.

To identify and develop our future talent for senior roles we have a review process and 'Future Leaders' development program. In 2023, 40% of high potential candidates identified were female employees, this far exceeds our male to female employee ratio.

To strengthen communication between employees and managers we use employee forums and harness the information provided through our annual People Opinion Survey, which can also be analysed using gender data.

We have established HR forums, which ensure sharing of ideas and best practices from across the group.

Embracing Diversity and Inclusion

Following the successful introduction of the ENABLE framework in the M Group Services – Transport Division, ENABLE will be introduced to the Energy Division in 2024.

This framework will strengthen our approach to diversity and inclusion by creating a number of working groups, populated by employees with lived experiences or a passion for the topic. The groups will raise awareness, champion diversity and identify practical ways to ensure our ways of working are inclusive.

The ENABLE groups are Ethnicity & Culture, Neurodiversity & Disability, Acknowledging Life Events, Breaking Gender Bias, LGBTQI+ and Enabling Social Mobility.

Focus on Breaking Gender Bias

This working group will champion the role of women in our business and across the industry, which has historically attracted male rather than female employees.

The group will champion roles where women are underrepresented. We will strengthen our approach to STEM engagement by increasing the reach of STEM Ambassadors using a STEM toolkit to link with local schools, including all girls schools, colleges and universities.

We will build partnerships with established women's networks such as the Women's Utilities Network, that focus on women in STEM roles.

To showcase the types of roles that are available, within the Division, we will aim to run a series of Women in Energy Insight Days, sharing 'day in the life' experiences and providing personal and professional development through interview practice and CV writing workshops. This will also support our focus on Career Returners, where we aim to encourage individuals, both with and without previous STEM experience, into the industry after a career break.

Our 'Breaking Gender Bias' working group will also review our approach to attracting new talent by reviewing our campaigns and recruitment material to ensure it is gender inclusive, by including female imagery, gender inclusive language, and by challenging academic boundaries, such as STEM subject qualifications, which are traditionally more prevalent in the male population.

Focus on Acknowledging Life Events

This working group will focus on how we can provide support during life events such as menopause, returning from maternity leave, parenting young children and providing care to family members by raising awareness and establishing support practices and processes.

We have established processes for flexible and hybrid working and in 2023 we have reviewed our family friendly policies and strengthened our Maternity, Adoption and Shared Parental Leave package.

Focus on Emerging Talent

Our emerging talent processes focus on recruiting, developing and supporting Apprentices, Trainees and Graduates. We are currently looking to expand into internships and university industrial placements. Through our recruitment processes, both internal and external, we recognise the importance of gender inclusive language and diverse imagery.



ENABLE Network

Closing Statement

Working in the growing Energy sector it is critical that we recruit and retain the people we need to support and drive our business forwards. As a traditionally male dominated sector we are working to challenge our norms, to ensure we are embracing diversity and inclusion, and create a compelling offering. A key enabler is understanding the voice of our people, we use our annual People Opinion Survey, "Your Voice Matters" and our New Starter and Leaver surveys to hear what matters to our people.



Claire Bishop

Energy Division
HR Director

To be inclusive we believe we need to include people in the discussion and improvement activities. This ensures we prioritise our efforts, which will increase our people engagement and closing our gender pay gap by focusing on the issues that really matter.

In the coming year we are committed to:

- Raising awareness and championing diversity through our D&I framework ENABLE, utilising our Action Focus Groups "Breaking Gender Bias" and "Acknowledging Life Events" to enhance our current offering.
- Providing development support and opportunities into senior roles through flexible learning and development approaches, an established talent process and effective Future Leaders Development Programme.
- Establishing a strong STEM network throughout a diverse range of groups to raise awareness of Apprentice, Trainee and Graduate opportunities.

We believe our commitment to these activities will positively impact our gender pay gap.



Gender Pay Gap Report

Abel Smith House, Gunnels Wood Road
Stevenage, Hertfordshire SG1 2ST

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