

UK legislation requires organisations with 250 or more UK employees to publish information on their gender pay gap.

The data for McArthurGlen UK Limited, from **April 2022 to April 2023**, is shown below.

Hourly Pay Gap	Mean	Median
Difference between the average hourly pay for all male employees and all female employees	35.6%	28.6%

Hourly Pay Quartiles	Proportion of female employees in each pay quartile	Proportion of male employees in each pay quartile
Upper	46.2%	53.8%
Upper Middle	60.0%	40.0%
Lower Middle	62.5%	37.5%
Lower	83.3%	16.7%

12-month Bonus Gap	Mean	Median
Difference between the average 12-month bonus pay for all male employees and all female employees	48.0%	50.2%

Proportion of female employees receiving a bonus	Proportion of male employees receiving a bonus
80.2%	75.2%

After achieving a reduction in the UK gender pay gap in 2022, we have seen an increase of 1.7% in the mean pay gap for 2023. **This increase was expected due to an increase in the number of women in Guest Experience roles.** Historically, we have employed more men in our senior managerial and leadership roles in addition to employing a larger proportion of women in part-time roles. These two factors continue to drive our gender pay gap.

Since 2018, our gender pay gap has reduced by 17%. In this time, we have made positive change to our business processes that indicate this increase is not a directional trend going forward. These changes have contributed to an **uplift, in this year's figures, to the proportion of female employees in the upper hourly pay quartile**, when compared to last year.

Our future action will be underpinned by our new **People Committee**, who ensure fairness in People-related decisions. We shall continue to **focus recruitment on diversity through broadening candidate pools and having fair representation in interview panels**. Our internal talent development will also lay foundations for **succession planning** so that we can enable growth for everyone.

We remain committed to making McArthurGlen a more inclusive, equitable and diverse workplace, as set out within our Evolve programme, that has our people at its heart and reflects our presence in the communities that we work within.

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