

Macfarlane Group
Gender Pay Gap Report – 2017

Statement

Macfarlane Group, is made up of three legal entities, Macfarlane Group UK Ltd, Macfarlane Labels and the parent company, Macfarlane Group PLC.

Whilst Macfarlane Group UK Ltd, is the only legal entity required to report under The Gender Pay Reporting Regulations 2017. This report, voluntarily, outlines the Gender Pay Gap for the organisation as whole.

The figures in the following report were calculated using the standard methodologies from the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and ACAS, 2017 Managing Gender Pay Gap, they are accurate and have been independently audited by Croner Reward.

As with the report published for Macfarlane Group UK Ltd, we will use the results to assess: levels of gender equality in our workplace; the balance of male and female employees at different levels; and how effectively talent is being recruited, developed and rewarded. Suitable steps will be taken, if required and where possible, to minimise and address any inequities going forward.



Peter D Atkinson
Chief Executive Officer



Introduction

What is required?

A wide definition of who counts as an employee is used for the gender pay gap calculation, for Macfarlane Group this includes all employees on Macfarlane Group's terms and conditions of employment and individuals employed by an acquisition at the point of transfer.

There are six calculations that have been carried out and independently audited by Croner Reward:

- a) The mean (average) pay gap;
- b) The median pay gap;
- c) The proportion of male and female employees in each salary quartile band;
- d) The mean bonus pay gap;
- e) The median bonus pay gap; and
- f) The proportion of males and females receiving a bonus payment.

The snapshot date used for the data in this report is 5th April 2017.



Macfarlane Group - Gender Pay Data (5th April 2017)

Workforce Information – Total Employees
(Relevant and Full Pay Relevant Employees)

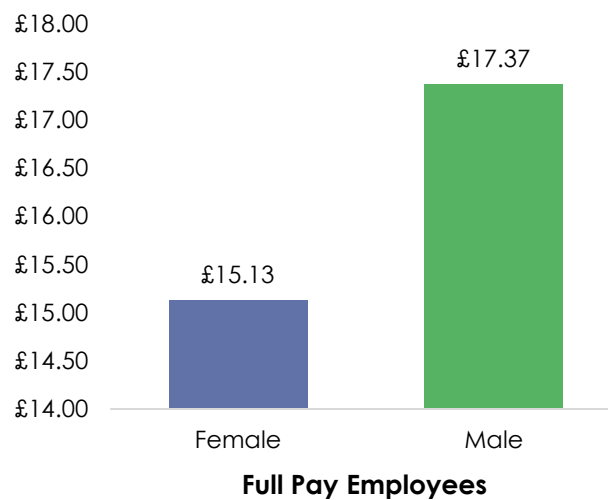
Macfarlane Group Employees	
Gender	Employees
Female	294
Male	475
Total	769

The Mean Pay Gap

The mean pay gap is **12.9%**

Mean Hourly Pay Differences	
Full Pay Employees	
Female	£15.13
Male	£17.37
Pay Gap	12.9%

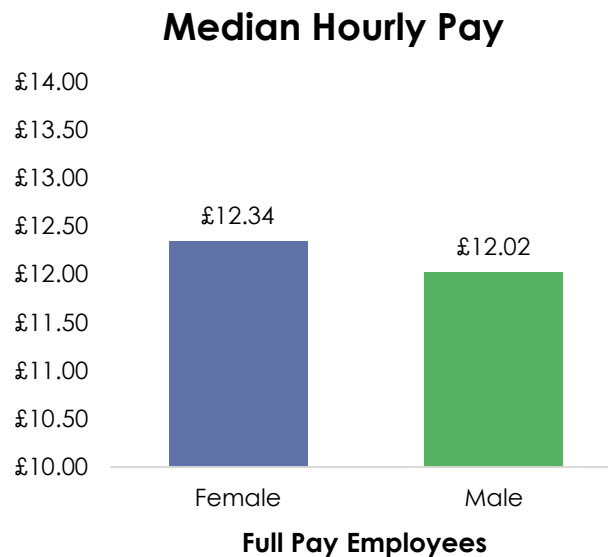
Mean Hourly Pay



The Median Pay Gap

The median pay gap is **-2.7%**

Median Hourly Pay Differences	
Full Pay Employees	
Female	£12.34
Male	£12.02
Pay Gap	-2.7%



The proportion of male and female employees in each salary quartile band.

Total Distribution of male and female employees by hourly pay quartile

	Lower		Low Middle		Upper Middle		Upper	
	Number	%	Number	%	Number	%	Number	%
Female	47	26.4%	81	45.5%	77	43.8%	64	36.6%
Male	131	73.6%	97	54.5%	99	56.2%	111	63.4%

Bonus Payments

Macfarlane Group offers bonus schemes to a wide section of the workforce, these bonus schemes are predominately relevant to employees of Macfarlane Group UK Ltd and Macfarlane Group PLC. With the exception of individuals employed in a sales role bonuses are paid on an annual basis.

The Mean Bonus Pay Gap

The mean bonus pay gap is **9.2%**

Mean Bonus Differences

	Mean Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£3,429.44	152	51.7%
Male	£3,777.67	191	40.2%
Pay Gap	9.2%		

The Median Bonus Pay Gap

The median bonus pay gap is **-39.2%**

Median Bonus Differences

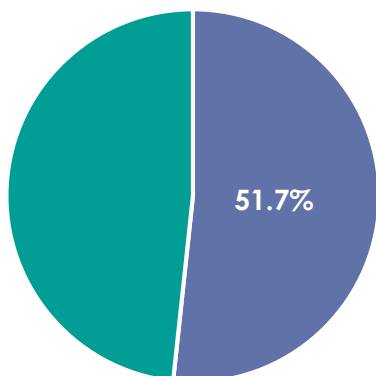
	Median Bonus	Number receiving a Bonus	% Bonus Distribution
Female	£1,843.42	152	51.7%
Male	£1,324.40	191	40.2%
Pay Gap	-39.2%		

Percentage of males and females receiving a bonus.

The proportion of males receiving a bonus payment is **40.2%**

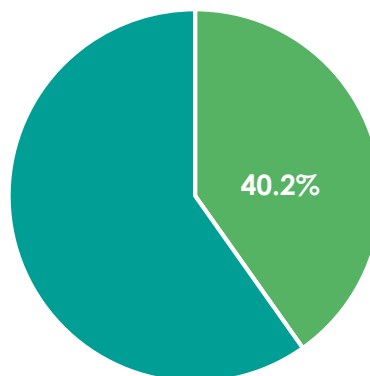
The proportion of females receiving a bonus payment is **51.7%**

Females



■ Received a bonus ■ Did not receive a bonus

Males



■ Received a bonus ■ Did not receive a bonus



Comments

Macfarlane Group, like Macfarlane Group UK Limited, favours females with regards to median hourly pay and the median bonus pay gap. The results do however change from favouring females to favouring males when reviewing the mean pay gap, and there is a slight shift in all the results towards males. This is primarily due to the demographics of Macfarlane Group PLC and Macfarlane Labels Limited.

Macfarlane Group PLC, the parent company, has 10 employees and a predominantly male workforce,

Macfarlane Labels, employs 81 staff and has a predominately male workforce within the printing function. As a skilled position, a printer not only receives competitive basic pay it is one of the only functions across all three legal entities to operate a full shift system, enhancing the overall reward received.

With Macfarlane Group UK Limited representing over 87% of full pay employees, whilst the addition of both Macfarlane Labels and Macfarlane Group PLC data has shown movement, the results, overall, still favour females. As outlined in the Macfarlane Group UK Ltd Report, these results are heavily influenced by the Sales function being predominately female and the lower earning band of employees in Production and Logistics being predominately male.

Recommendations

The recommendations outlined in the Macfarlane Group UK Limited Report, are relevant when reviewing Macfarlane Group as a whole. All three companies have clear recruitment practices, ensuring offers of employment are made based on skills, knowledge and capability. The results highlight across all three legal entities, that there may be a need to review recruitment methods to ensure, where possible, a more diverse workforce is engaged within the Logistics, Production (including Labels) and Sales functions.



References

ACAS, 2016 *Voluntary Gender Equality Analysis and Reporting Paper*.

CIPD, 2017 "Gender pay gap Guide" 30th March 2017. Chartered Institute of Personnel Development.

Equality and Human Rights Commission (EHRC) website

ACAS, 2017 *Managing Gender Pay Reporting*

