

**MORRISON**   
**Water Services**

A part of **MGroup**Services



# GENDER PAY GAP

REPORT 2021/2022



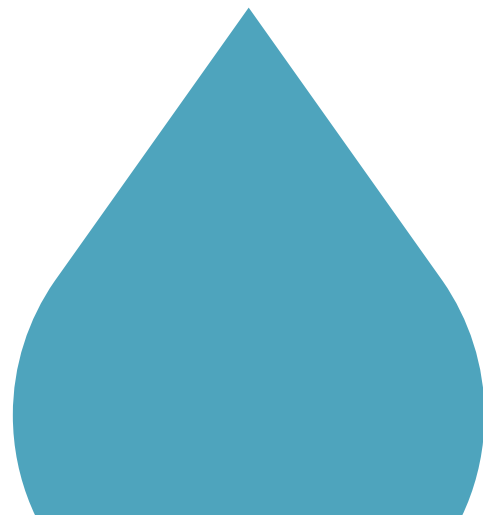
# INTRODUCTION

In 2022, Morrison Water Services experienced many changes to its Senior Leadership team but remained focused on providing clients and customers in the water industry with a great quality service.

As an operating business within M Group Services' Water Division, Morrison Water Services continues to collaborate with the operating business across all our Divisions - Energy, Telecom, and Transport - presenting us with many opportunities for working better together, creating synergies and sharing best practice to overcome the challenges we all face - many of which are quite similar.

This data represents Morrison Water Services on its own merit for the first time, helping us understand where we need to improve on our gender pay gap. We recognise that addressing the gender pay gap within our industry has been slow, however we remain committed to creating a level playing field in which everyone has equal access to the same opportunities for development and progression. We constantly endeavour to ensure that all our processes and policies guarantee fairness and equality for all.

As part of M Group Services and its ongoing success, Morrison Water Services will continue to create opportunities for fulfilling and rewarding roles, making the best use of the skills and capabilities of all our people. The Group vision and values centre around investing in our people and behaving with integrity, in a manner respectful to all. Our business' values therefore underpin our commitment to ensuring that all our people are treated fairly and with equal access to opportunities.



# FOREWORD

We have been operating as Morrison Water Services since March 2021.

This report outlines our commitment to closing the gender pay gap across our business, recognising that further change is still needed to achieve this.

As we continue to develop and grow, this report will provide a platform to celebrate our successes and identify areas for future improvement as we shape and define our business. We are always looking to attract, retain and develop the best talent through effective recruitment and the provision of training and promotional opportunities. Investing in our people is a core value for Morrison Water Services and we are committed to engaging and empowering everyone to deliver and grow, regardless of gender. Our organisational value, Integrity, demonstrates our commitment to behaving in a respectful and sustainable manner towards all our people and the communities in which we work.

As part of M Group Services' Water Division, our people have access to our online Performance Development Review process, underpinning our commitment to develop our people to be the best they can be. Our Water Division Women's Network and our Race, Equality and Celebrating Heritage group continue to be a driving force for change. These networks have already contributed towards the evolution of some of our policies, including our Family Friendly Policy, Menopause Policy and Allyship Programme. Enabling our people through these networks to share experience and best practice across Morrison Water Services, the Water Division and more broadly across M Group Services has been pivotal.

We are committed to enabling honest conversations with all our people, regardless of gender or role within the business, allowing us to understand where we can enhance our offering to our people across Morrison Water Services.

Lawrence Summers

Water Division  
Executive Director



# Gender Pay Definition

The gender pay gap is defined as the difference in the average earnings of men and women over 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 different number of men 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 more than 1,737 employees. This data includes many different roles that bring a variety of rates of pay.

## 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.

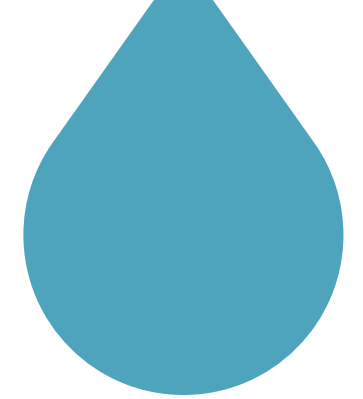
## What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from Full Year 2022 only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but includes other types of pay such as pay for leave. It does not include pay for overtime, pay relating to redundancy/termination of employment, or the value of benefits which are not in the form of money.



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

# Gender Pay Gap & Bonus Gap



## Our Results

When it comes to gender equality, Morrison Water Services is committed to creating a fair and level playing field, in which all of our people have access to opportunities for growth and progression. We aim to create a working environment in which our people's hard work is recognised and rewarded, and that their aspirations are continually supported.

	2022 Return	2021 Return
Mean Gender Pay Gap	18.95%	16.14%
Median Gender Pay Gap	18.84%	13.52%
Bonus Mean Gender Pay Gap	83.31%	65.34%
Bonus Median Gender Pay Gap*	-4.96%	30.31%

\* In 2022, there was a reduction of people who were granted a discretionary bonus

	2022 Return		2021 Return	
	%F	%M	%F	%M
Proportion Receiving Bonus	10.75	25.38	76.37	66.65

## Quartiles

	2022 Return		2021 Return	
	%F	%M	%F	%M
Lower Quartile	34.91	65.09	32.95	67.05
Lower Middle Quartile	18.74	81.26	17.37	82.63
Upper Middle Quartile	15.32	84.68	17.18	82.82
Upper Quartile	13.32	86.68	14.89	85.11

# Our Highlights

**Morrison Water Services have taken a number of steps to ensure gender equality across the business:**

- We hold a number of EU Skills accreditations, notably for our M Group Services award winning Apprenticeship Development Scheme (ADS)
- Our apprenticeship and graduate schemes offer equality of opportunity in order to attract and retain the best talent
- Our people strategy provides a framework to ensure we are a leading employer for those who want to pursue a career in the water sector



We recognise that our people are our most valuable asset and are committed to providing a stimulating working environment in which they can realise their full potential.

Our work on inclusion and diversity is designed to maximise the abilities and contribution of our people. Through our People Strategy, we are continuously looking at ways to improve the development opportunities for our current workforce and future colleagues.

Through compliance training, managing and fostering emerging talent and providing structured development programmes, we are ensuring that our people feel valued and that we can attract and retain a diverse pool of people to our business.



**Maria Murray**

HR Director  
Water Division

**MORRISON**   
**Water Services**  
A part of MGroupServices

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