

Morgan
McKinley

Gender Pay Gap Report.

Morgan McKinley 2023



Introduction.

In Morgan McKinley we have a shared belief in the power of helping others to realise their goals. Every day we Go Beyond to improve the lives of our colleagues, our clients and our candidates.

Our culture sets us apart. We believe that every single person plays an important part in organisational success.

We are extremely proud to hold a silver award from **Investors in Diversity**, Ireland's all encompassing Equality, Diversity and Inclusion mark. We have also been recognised as one of Ireland's '**Best Workplaces for Women**' by the Great Place to Work institute.



Morgan McKinley is committed to providing a positive and inclusive work environment that fosters fairness, equity, and respect for social and cultural diversity. Creating and protecting a culture where everyone feels a strong sense of belonging and inclusion is a key cornerstone of the Morgan McKinley strategy.



What is the Gender Pay Gap?

The gender pay gap measures the difference between men and women's average pay within a business or organisation, regardless of their role or work level.

This is different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value. In Morgan McKinley, we can confidently state that men and women are paid equally when working in similar roles with similar performance.



The Gender Pay Gap Information Act 2021:

This act was signed into law on 13 July 2021. The Act amends the Employment Equality Acts 1998 to 2015 in the form of the Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2022.

We aim to be transparent in both our reporting and our commitment to closing the gender pay gap as we continue to build on our existing initiatives to promote diversity and equal opportunities for all.



The Data: What are we reporting on?

We are reporting on the **Mean** Gender pay gap which is the differences between the averages of male and female earnings; and the **Median** which is the difference between what the middle paid woman earns and what the middle paid man earns in our organisation.

We are reporting based on a snapshot date of 30th June 2023. The purpose of this report is to provide the data and explain the measures we are taking and intend to take to close the gender pay gap within our organisation.



2023 Gender Pay Gap Figures

The **overall** gender pay gap

Mean Pay Gap

18.43%

Median Pay Gap

11.41%

The mean and median **pay gap in hourly pay**

Mean Hourly Pay Gap

18.43%

Median Hourly Pay Gap

11.41%

The mean and median pay gap in hourly pay between **part-time** male and female employees:

Mean Part Time

3.31%

Median Part Time

3.03%

The mean and median pay gap in hourly pay between **temporary** male and female employees:

Mean Temporary

11.38%

Median Temporary

4.12%

Bonus pay for **temporary** employees:

Mean Part Time

-65.25%

Median Part Time

0%



Quartiles: (temporary employees)



Male
55.05%

Female
44.95%



Male
53.54%

Female
46.46%



Male
45.18%

Female
54.82%



Male
31.31%

Female
68.69%

Our employee gender pay gap analysis shows that the overall gender pay gap between men & women is

Mean Bonus
21.80%

Median Bonus
37.14%

The percentage of male and female employees who received bonus pay:

Bonus Pay Mean
84.07%
Male

Bonus Pay Mean
75.32%
Female

The percentage of male and female employees who received benefit in kind:

Bonus Pay Mean
26.55%
Male

Bonus Pay Mean
24.68%
Female

The percentage of male and female employees in each of four pay band quartiles:



Male
40.23%

Female
59.77%



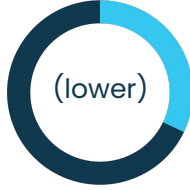
Male
34.48%

Female
65.52%



Male
36.78%

Female
63.22%



Male
18.39%

Female
81.61%

Pay quartiles are determined by splitting employees into four groups with an equal number of employees in each group.

The lower quartile represents the lowest 25% of employee pay and the upper represents the top 25%.

What are we doing to bridge the gap?

This is our second year completing our Gender Pay Gap report. We are delighted to have narrowed the gap by 4% for mean hourly pay and 5.2% for median hourly pay during 2023. We have also made strong progress increasing female representation at senior levels in our organisation and during 2023 a new group operating board was appointed with equal gender representation of males and females. We are committed to ensuring that our workplace is not only inclusive but also inviting for women to progress to the most senior positions in our organisation.

We have a number of initiatives that seek to bridge the gender pay gap by encouraging increased female representation at all levels and developing existing female talent into more senior roles.

- **LEAD Framework:**

The LEAD Global Leadership Framework is the blueprint for what great leadership looks like in our organisation. Central to the framework is ensuring that all opportunities and pathways for career development are inclusive, transparent and that no obstacles exist for women to take on more senior leadership positions.

- **Flexible working:**

Everyone in our organisation can avail of flexible working to support achieving a greater balance between home and work life. There is total flexibility on start and finish times each working day combined with the option to work fully remote, hybrid or a flexible combination of office and remote working. We know that this is a very important benefit in particular for those who may have caring responsibilities at home.

- **Family support:**

Morgan McKinley pays maternity and paternity leave top up and is flexible regarding parental Leave options. Our return to work programme supports colleagues throughout their return to work following maternity leave by allowing them to gradually ease back to work, ramping up at a pace that suits their needs. A return to work mentor is also assigned to all colleagues upon returning to work following an extended period of family leave.

- **Women in Leadership Circles/Networking groups:**

Our 'Lean In Circles' provide opportunities for groups of female colleagues across all levels to meet regularly, grow their network and learn new skills through shared experiences and building relationships of trust.



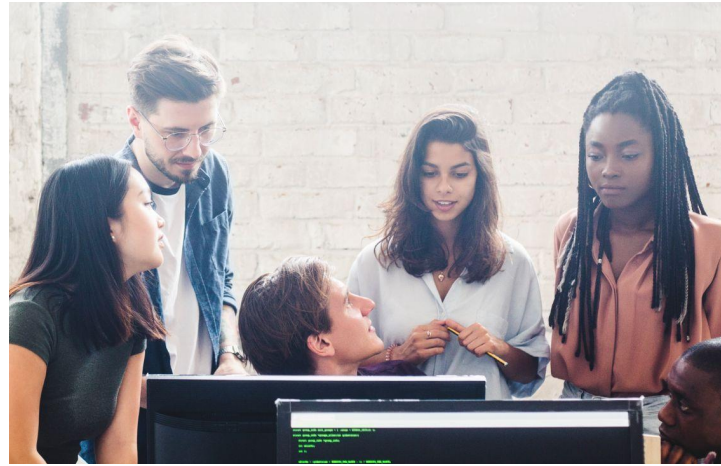
Conclusion:

We are committed to ensuring equal opportunities, fair representation and a workplace where diversity is not just acknowledged but celebrated.

By championing gender equality, we aspire to create a dynamic and supportive work environment where everyone can thrive.

We are committed to providing equal and inclusive opportunities at every stage of our people's employment journey; from the recruitment process, to remuneration, training and promotion opportunities.

While we are proud of the progress we are making, we know there is more to do. We are committed to continuing to focus on delivering interventions to support closing the gender pay gap. Key to this is ensuring we create an inclusive, collaborative and high trust environment where people can reach their full potential.



I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.

Helen Gallagher

Group Chief People Officer