



MACGREGOR INDUSTRIAL SUPPLIES LIMITED GENDER PAY GAP REPORTING

Gender Pay Gap regulations require all companies with 250 or more employees on 5 April 2023 to publish details of their gender pay and bonus gap.

As MacGregor Industrial Supplies Limited employs more than 250 people we are required by law to publish an annual gender pay gap report showing the difference in average female earnings compared to average male earnings.

This is our report as at 5 April 2023:

Measure	2023	2022
Mean gender pay gap	6.1% lower than men's	9.1% lower than men's
Median gender pay gap	1.1% higher than men's	0.2% lower than men's
Mean bonus gender pay gap	22.9% lower than men's	32.2% lower than men's
Median bonus gender pay gap	No Difference	0.9% higher than men's
Proportion of male employees who receive a bonus	83.0%	79.0%
Proportion of female employees who receive a bonus	88.0%	82.5%

(The table above shows mean and median gender pay gap based on hourly rates of pay. The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage. The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid and taking the hourly wage of the person in the middle; so, the median gender pay gap is the difference between women's median hourly wage (the middle-paid woman) and men's median hourly wage (the middle-paid man).)

Please note bonus proportions can be skewed due to timing of employment as no bonuses are paid until probationary periods have been passed.

Pay quartiles by gender:

Band	2023 - Males	2022 - Males	2023 - Females	2022 - Females
Lower quartile	77.9%	64.7%	22.1%	35.3%
Lower middle quartile	64.7%	72.1%	35.3%	27.9%
Upper middle quartile	56.7%	63.2%	43.3%	36.8%
Upper quartile	82.1%	73.5%	17.9%	26.5%

(The table above sets out the gender distribution across four equally sized quartiles, each containing 68 full pay relevant employees)

At MacGregor Industrial Supplies Limited, women make up 29.6% (2022 – 31.6%) of our workforce with 33.3% (2022 – 20.0%) of our senior management team represented by women. There is no underlying reasons or concerns regarding the higher percentage of males to females. We actively look for the best people to fill our positions and we embrace diversity and aim to be an inclusive



employer where everyone's contribution is valued. All appointments and internal promotions are made solely based on merit demonstrated against objective and non-discriminatory criteria. Two of our biggest divisions at Macgregor Industrial Supplies are headed up by driven females who were internally promoted and through our recruitment process were identified as the best people to fill the positions. The company recognises; however, it has no direct control over the gender of applicants for particular job types or an individual's career choices.

We are focussed on enabling all employees, regardless of gender, race, background, or any other characteristics, to reach their full potential and we believe that having a diverse workforce, with fair representation is important and generates value for everyone.

According to the 2023 Office for National Statistics Annual Survey of Hours and Earnings in Scotland, the gender pay gap for the whole economy for full time employees is 1.7% and for all employees is 8.7%. The Office for National Statistics prefers the median as a measure as it is a better measure of pay for the 'typical' employee.

Our median gender pay gap for all employees is 1.1% higher for female than male employees which is significantly better than the national average. We are satisfied that we are better than the national average. Our median bonus gender pay gap now shows a very slight difference between females and males.

We are committed to encourage women to join MacGregor Industrial Supplies Limited at all levels on a long-term basis. We will continue with improving the representation of women in our workplace and we will continue to focus on improving this through our approach to recruitment, through retention and through internal promotion and development of our female employees. We also have a wide range of flexible working arrangements to enable our employees to effectively manage their work/life balance. Many of our female employees at all levels opt to return to part-time work following maternity leave. Where possible, we endeavour to accommodate this or find new roles within the business that accommodate employee needs.

I confirm the reported data is accurate.


John MacGregor

Managing Director