



## GENDER PAY GAP REPORT 2019

### Umbrella Employees

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap information) Regulations 2017 for NWM. The calculations are based on pay data as at 5<sup>th</sup> April 2019 and will show how large the pay gap is between male and female employees.

	Mean	Median
Women's hourly rate is	22.21% Higher	1.01% Higher
Difference in Mean Bonus Payments	No Bonuses	No Bonuses
Difference in Median Bonus Payments	No Bonuses	No Bonuses

### Pay Quartiles

	Men	Women
Top Quartile	96.62%	3.38%
Upper Middle Quartile	97.58%	2.42%
Lower Middle Quartile	98.55%	1.45%
Lower Quartile	97.58%	2.42%

### Written Statement

NWM engages with thousands of contractors on assignments across the UK within a range of sectors, from construction to IT. Our Umbrella solution directly employs the workers on contract assignments most of which are found through recruitment agencies.

Our Gender Pay results are reflective of the construction sector that NWM operates in. This sector is heavily male dominated which can be seen in the results of the pay quartiles where the percentage of men in each quartile is very high. A large part of this construction workforce consists of labourers who are lower paid and dominated by male workers. The rate of pay for the women that we employ is typically higher than many of these labourers which is why women's earnings are higher overall.

We are proud to report that NWM provides equal opportunities and I can confirm that NWM does not discriminate when taking on employees and establishing pay rates, NWM provides equal opportunities for men and women and talent is recognised and rewarded at all levels.