

MHR

**MHR
International
(UK) Limited
2024 gender
pay gap report.**

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Message from our Chairman.

MHR has a long history of challenging norms within the technology industry. While only 26% of employees within the industry identify as women, at MHR over 40% of our workforce are women.

However, there is still room for improvement. Within our upper quartiles, only 31% of employees identify as women, even though three members of our executive board are women. However, this is an area we are striving to improve upon, as we invest in training and community outreach programmes to bring more women into the industry over the long term.

We want to create a supportive and diverse culture where every employee is given the chance to thrive on their own terms. We're truly invested in developing a workforce that reflects our values and supports our mission of improving the world of work.

We actively look to recruit females in these roles and work with organisations like Women in Tech to drive more interest in this space.

Additionally, as a family-owned business that was recognised at the Midlands Family Business of the Year awards for 2023, we want to help everyone feel like they're also part of the family. To me, that means supporting everyone from a variety of backgrounds to achieve their best every day.

Jessica Mills, Chairman
MHR International.

CEO statement.



A lack of women in higher-paying or leadership roles is a problem that many technology companies have been facing, and we are unfortunately not an exception to this. However, we are still looking to overcome this, largely through working with universities and schools in our communities to encourage more women into STEM roles. Through this, we're helping to support the future leaders of both our company and our industry, and ensuring the technological world is more diverse.

Gender is only one part of achieving true diversity. We champion diversity and inclusion across the company, which helps us achieve our core goal of sustainability.

We commit ourselves to find the best people to support us on our journey of growth. We want to continue to do so, helping everyone thrive in all of our departments, so that we can continue to provide the best HR, payroll and finance software to customers across the UK, Ireland and the US. We hire, recognise and reward based on employing the right person for the job and paying them for the role and their experience not their gender. This has been part of the company's DNA since its inception in 1984.

I can confirm the data in this report is accurate.

A handwritten signature in black ink, appearing to read 'Anton Roe'. The signature is fluid and cursive, with a large initial 'A' and 'R'.

Anton Roe, CEO,
MHR International.

Introduction

Since 2017, organisations with over 250 employees have been required to annually publish their Gender Pay Gap (GPG) and Gender Bonus Pay Gap (GBPG).

The GPG is a high-level snapshot of pay within an organisation and shows the difference in the average pay between men and women in a workforce. The GBPG is the difference in bonus pay for men and women in a workforce.

About MHR

MHR was founded in 1984 as a family-owned private business and has remained so ever since. Our driving goal is to help customers unleash their true potential through market leading HR, payroll and finance software and services. We develop technology that makes the world of work easier and offer services to ensure our customers get a strong return on investment as soon as possible.

With complete financial independence, we have more autonomy than others in the market, giving us more financial freedom and improved sustainability.

In April 2023, we employed 803 people. Over the course of the year, we hired 108 women and 135 men and 2 people who preferred not to answer.

What is the gender pay gap?

The gender pay gap is the difference between the average (mean and median) earnings of men and women in the workplace. The figure is expressed as a percentage of men's earnings. It's important to note that the gender pay gap is not the same as unequal pay. Unequal pay is where men and women are paid differently for comparable work. Equal pay has existed for over 50 years since the Equal Pay Act of 1970 was passed.

Gender pay gap reporting doesn't specifically ask who earns what, but what women earn compared with men.

How the figures are calculated.

Median vs mean

The median pay gap is calculated by finding the exact middle point between the lowest and highest paid man in an organisation and the lowest and highest paid woman. A comparison of these two figures is then made.

The mean pay gap is calculated by adding up the hourly pay of all the women in an organisation and dividing by the number of women. The same calculation is carried out for men and the two figures compared.

Quartiles

Using hourly pay, quartiles divide the list of earners (from lowest to highest) into four equal groups. This gives a picture of where male and female employees are in the pay hierarchy.

The figures are calculated based on gross ordinary pay (including basic pay, paid leave pay and allowances). An employee on reduced pay for reasons such as maternity leave or any other form of long-term special leave, do not count towards the figures and are excluded from the gender pay gap calculations.

MHR gender pay gap in numbers.

The following chart shows the representation of females in the workforce as a percentage in each quartile of the pay hierarchy.



This shows that in roles further down the pay hierarchy, we have more women than men. The hierarchy will be heavily influenced by a far greater number of men filling STEM based positions.

The gender pay gap is influenced by a number of factors. The gender pay gap calculation takes into account 'usual working hours' rather than actual hours worked and defining part time work as less than 30 hours a week.

Hourly pay

Mean: 20.47%

The mean pay variance shown is the difference between the average hourly pay of men and women.

Median: 17.60%

The median pay variance shown is the difference between the midpoint in the ranges of hourly pay of men and women.

Male Mean Hourly Rate



Female Mean Hourly Rate



Male Median Hourly Rate



Female Median Hourly Rate



This graph shows that the average (mean) hourly rate of pay for a man is 20.47% higher than a woman.

The difference doesn't automatically mean that the woman is missing out on equal pay, a woman must be employed by the same employer, on the same terms and conditions, and the work has to be equal to that being done by her male colleague. In the technology sector, female representation is low, with women largely featuring more in entry level roles vs leadership roles, which results in lower hourly rates. However, it is important to not lose sight of the fact unequal pay may be contributing to the gender pay gap.

Bonus pay

Mean: 47.32%

The mean bonus pay variance shown is the difference between the average bonus pay of men and women.

Median 32.03%

The median bonus pay variance shown is the difference between the midpoint in the ranges of bonus pay of men and women.

32.77%

Receiving Bonus - Male



29.28%

Receiving Bonus - Female



These graphs shows the percentage of people in receipt of a bonus and the breakdown of the differences in the mean and median.

Building a workplace that suits everyone.

Wellbeing

Within a diverse workforce, it's important to look after everyone's needs. We make the wellbeing of our people a priority and offer several initiatives to protect their physical and mental health, including access to a 24/7 online medical service and employee assistance service, to gym membership and internal mental health first aiders.

Future leaders

Diversity of talent across the business is crucial to our ongoing success. With business sustainability a key value, we emphasise the importance of investing in young people through our apprenticeship and graduate management schemes, enabling us to futureproof our business and provide pathways for future leaders.

Training and development

We recognise that ongoing development is important to not only keeping our people engaged, but ensuring they have skills that will keep. We constantly review and evolve the training we provide so that it's relevant to the fast-changing world of work. In addition, we offer mentoring schemes where current leaders share their knowledge and experiences with our future leaders.



MHR

About MHR

MHR supports businesses and organisations shaping their futures through these challenging times – increasing workforce adaptability through delivering integrated people management and learning solutions. We help reduce complexity and build business resilience – key to survival and growth. Find out how we can help you position your organisation for the road ahead.



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