

MCARTHURGLEN

GROUP

UK legislation requires organisations with 250 or more UK employees to publish information on their gender pay gap.

The data for McArthurGlen UK Limited, taken from April 2018, is shown below.

Hourly Pay Gap	Mean	Median
Difference between the average hourly pay for all male employees and all female employees	52.9%	45.6%

Hourly Pay Quartiles	Proportion of female employees in each pay quartile	Proportion of male employees in each pay quartile
Upper	38%	62%
Upper Middle	59%	41%
Lower Middle	75%	25%
Lower	92%	8%

12-month Bonus Gap	Mean	Median
Difference between the average 12-month bonus pay for all male employees and all female employees	73.3%	60.1%

Proportion of female employees receiving a bonus	Proportion of male employees receiving a bonus
69.6%	79.5%

Between 2017 and 2018 McArthurGlen recruited more women than men. As was the case previously, we continue to employ significantly more women into our guest services and non-managerial roles. In addition, the business also employs a larger proportion of women in part time roles. These two factors drive our gender pay gap result.

We remain committed to increasing the proportion of women at senior levels within McArthurGlen, as well as promoting career opportunities for both men and women in entry level positions.

We are confident that we continue to comply with our equal pay obligations, paying our male and female colleagues equally for the same work.

I confirm the above data is accurate and in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



JULIA CALABRESE
CHIEF EXECUTIVE OFFICER, MCARTHURGLEN