



Media release

Dalcour Maclaren reports reduced gender pay gap & 50:50 workforce split for 2nd year running

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Dalcour Maclaren, a professional services consultancy, specialising in utilities and infrastructure, specialising in utilities and infrastructure, has reported one of the lowest gender pay gaps in the land and environment services sector, alongside achieving a 50:50 gender balance across its workforce for the second consecutive year.

The consultancy's 2024/25 report shows a mean hourly gap of 11.41%, down from 12.52% and below the UK average of around 14–15%, while many competitors remain in the 20–30% range.

Chief People Officer, Aaron McKenzie, said the results reflect a consistent, business-wide approach to pay and progression: "Pay equity is something we look at in the round. It's about how people progress, how performance is recognised, and how consistent we are as a business. What the data shows is that women here are moving into senior roles and accessing performance-related pay at high levels. That's an important sign that the fundamentals are working."

The report also points to improved outcomes on bonuses. Median bonus pay is now equal between men and women, with no gap remaining. The mean bonus gap has reduced to 15%.

Aaron added: "Looking at pay, bonus and progression together gives a clearer picture of how equitable an organisation really is. We've made good progress but maintaining that consistency as we grow will be key."

Chief Executive, James Neil, said the figures reflected the way DM operates as a business: "We really value everyone in our DM ONETEAM, and this Gender Pay Gap proves that. I'm incredibly proud of what we've achieved so far and the progress we continue to make year after year. Doing things differently has always been part of who we are. We focus on bringing the best people into DM, and these results show we're building a genuinely balanced team. It's important to us that anyone joining DM comes into a modern, supportive environment where they can thrive and develop."

DM is a fast-paced company that is rapidly growing and is always looking for great talent to join the team. Information about career opportunities can be found here: [Careers | Dalcour Maclaren](#).



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The Full Gender Pay Gap report can be read here: [Gender Pay Gap Report | Dalcour Maclaren](https://dalcourmaclaren.com/about/gender-pay-gap) (<https://dalcourmaclaren.com/about/gender-pay-gap>)

About Dalcour Maclaren

Professional services consultancy Dalcour Maclaren is a leading specialist in the utilities and infrastructure sector, helping drive a cleaner, greener future across the UK and Ireland. Our teams in land, planning, environment, stakeholder engagement and geospatial services unlock the consents needed for major energy, water, transport and digital projects. By focusing exclusively on this sector, we bring scale, technical depth and a unique understanding of the challenges our clients face. We put people at the heart of our business, fostering long-term, rewarding careers and prioritising wellbeing. With headquarters in Bicester, Dalcour Maclaren has 21 offices across the UK and Ireland, including Birmingham, Cardiff, Exeter, London, Manchester, Stirling and Belfast. Dalcour Maclaren is B Corp certified.

Website: dalcourmaclaren.com

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