



**Marshalls' Gender Pay Gap statement**

The Gender Pay Gap Information Regulations 2017 require all employers with 250 or more employees to publish certain information on the pay of male and female employees and calculate the overall gender pay gap.

Marshalls has carried out the relevant calculations, both on a consolidated (i.e. Marshalls plc and Marshalls Group Limited) basis and for Marshalls Group Limited alone, which was the only employer in the Group with more than 250 employees as at April 2017, the “snapshot” date to be used for reporting purposes.

CPM Group Limited also has more than 250 employees, but only became part of the Marshalls Group in October 2017, so its April 2017 results are shown separately on the Marshalls CPM website.

The results are as follows:

**Consolidated (Marshalls plc and Marshalls Group Limited)**

<b>Mean Hourly Pay Gap</b>	<b>15.7%</b>
<b>Median Hourly Pay Gap</b>	<b>19.3%</b>
<b>Mean Bonus Pay Gap</b>	<b>82.8%</b>
<b>Median Bonus Pay Gap</b>	<b>78.3%</b>

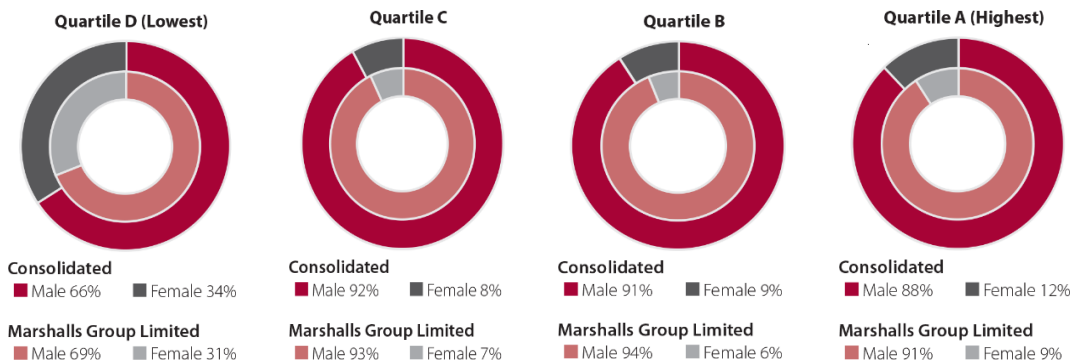
**Marshalls Group Limited**

<b>Mean Hourly Pay Gap</b>	<b>17.8%</b>
<b>Median Hourly Pay Gap</b>	<b>20.7%</b>
<b>Mean Bonus Pay Gap</b>	<b>74.2%</b>
<b>Median Bonus Pay Gap</b>	<b>77.8%</b>

The percentage of employees receiving a bonus was

<b>Consolidated</b>	<b>Male 13.9%</b>	<b>Female 36.3%</b>
<b>Marshalls Group Limited</b>	<b>Male 12.6%</b>	<b>Female 41.8%</b>

Companies are also required to report on the ratios by reference to quartile pay bands, which are illustrated below:



These calculations have been checked and verified by PwC, remuneration consultants to Marshalls plc.

To see Marshalls' commentary and action plans on gender balance and pay, equality and diversity, go to pages 33, 58 and 59 of our [2017 Annual Report](#).

A handwritten signature in black ink, appearing to read 'M. Coffey', written in a cursive style.

**Martyn Coffey**

**Chief Executive, Marshalls plc**

28 March 2018