



Gender Pay Gap Reporting - 2018

As you may be aware all employers with more than 250 employees are required by law to carry out **Gender Pay Reporting**. This involves carrying out calculations designed to identify any difference between the **average earnings of their male and female employees**. The results that employers must be based on 'snapshot data' on a standardised reporting date (for all employers) of 6th April 2018¹. Employers were first required to report their April 2017 data by 31 March 2018, so this is the second year organisations are publishing their GPG results.

The gender pay gap reporting rules are designed to enable employers to take appropriate action to address any imbalances. **Marshall's is fully committed to ensuring all our employees are paid a fair wage for the role that they undertake irrespective of gender**

What does the data tell us?

Consolidated (Marshall's plc and Marshall's Group Limited)

	Mean Average	Median Average
Hourly Pay Gap	15.2%	21.2%
Bonus Pay Gap	85.0%	20.0%

CPM Group

	Mean Average	Median Average
Hourly Pay Gap	20.6%	23.1%
Bonus Pay Gap	69.3%	69.7%

¹ As at 6 April 2018 there were three companies within the Marshall's Group with employees – Marshall's plc (with fewer than 250 employees), Marshall's Group Limited (the employer of all remaining employees) and CPM Group Limited, which had separate employment arrangements until June 2018, so was required to report separately. As last year, we have published data for Marshall's Group Limited, as required, but also the consolidated results of Marshall's Group Limited and Marshall's plc to show the overall Group position. The CPM data, again reported separately this year because they were the stated employer at the relevant 'snapshot' date in April 2018, will be included in the Marshall's Group Limited reported data for April 2019 and future years.

Why are we still showing a gender pay gap?

- **Marshalls has a predominantly male workforce**, 83% of the total number of employees are men. Although this may vary by function, there are more men than women in every pay band across the organisation – a position that mirrors the construction sector generally in the UK.
- **More men occupy senior roles within the business**, so this skews the average wage. The main factors behind the reported gender pay gap, as with many organisations in our sector (and others), are the predominantly male workforce, the different job roles which men and women occupy and the salaries attributed to those functions.

Percentage of employees receiving a bonus

	Male	Female
Consolidated (see above)	15.6%	33.7%
CPM Group	94.5%	100.0%

Ratios by reference to Quartile Pay bands

