



## Marshalls – Gender Pay Gap Statement - March 2023

**Marshalls acquired the Marley Group on 29<sup>th</sup> April 2022 which was after the gender pay snapshot date of 5<sup>th</sup> April and are therefore not included in this disclosure. The Marley Group are required to disclose their gender gap data on an annual basis and will therefore continue to do so separately until the business is fully integrated into the Marshalls Group. The GPG data for Marley can be found on the Gender Pay Gap Service under the name of Marley Ltd. Therefore reference to 'Group' does not include Marley colleagues.**

At Marshalls, we're wholly committed to promoting equity and preventing discrimination at work. This includes ensuring that all of our colleagues are paid fairly whatever their individual characteristics. We value the opportunity to report on the Gender Pay Gap, which looks at differences between the average hourly pay of men and women, and between the bonus payments made to colleagues of each gender.

### Gender Pay versus Equal Pay

It is important to highlight that a Gender Pay Gap is different to Equal Pay. While both measures share the same broad objective of eliminating sex discrimination in relation to pay, the two are frequently confused.

- **A Gender Pay Gap** is the difference between the average gross hourly earnings for *all* men and the average gross hourly earnings for *all* women, irrespective of their role or seniority. It captures any overall pay differences between men and women in an organisation.
- **Equal Pay** is ensuring that men and women are not paid differently for doing the same or like-for-like work within an organisation. This is looked at based on the roles people are doing.

Equal Pay on its own does not prevent a gender pay gap. Gender pay gaps generally exist where the majority of men are in higher paid roles and the majority of women are in lower paid roles.

### Gender Balance

On the snapshot date of 5 April 2022, the Group's total UK workforce for the purposes of gender pay reporting comprised of 2,692 employees with the following gender balance.

Table 1	2022		2021	
	Male	Female	Male	Female
<b>Total Workforce</b>	<b>2,231 (83%)</b>	<b>461 (17%)</b>	<b>2,124 (86%)</b>	<b>402 (14%)</b>
<b>Directors and Senior Managers*</b>	<b>9 (69%)</b>	<b>4 (31%)</b>	<b>10 (71%)</b>	<b>4 (29%)</b>

**\*Directors includes NEDs, CEO and CFO, Senior Managers comprises of Exec Committee and Company Secretary**

At a Group level the overall percentage gender split of male and female employees has increased from 14% females in 2021 to 17% in 2022, which is an indication of the company's continue commitment to attracting and retaining more women.

## Gender Pay Gap

We believe in transparency and therefore voluntarily publish the Gender Pay Gap figures for Marshalls plc as well as Marshalls Group Ltd (as well as a combined figure). Marshalls plc employs less than 250 colleagues, so is currently below the threshold for mandatory reporting, but we have chosen to include it in order to provide the full picture.

Our Gender Pay Gap is based on amounts paid in April 2022 (for UK employees).

Table 2	2022		2021	
	Mean Gender Pay Gap	Median Gender Pay Gap	Mean GenderPay Gap	Median GenderPay Gap
Marshalls Group Ltd	10.6%	16.1%	8.8%	12.9%
Marshalls plc	25.6%	35.9%	29.3%	38.8%
Overall	-5.5%	13.5%	-5.8%	12.2%

The overall mean GPG has marginally narrowed from -5.8% in 2021 to -5.5% in 2022. This was due in combination to the gap in Marshalls Group Ltd widening by 1.8% from 8.8% in 2021 and the gap in Marshalls plc narrowing by 3.7% from 29.3% in 2021. The overall median GPG widened by 1.3% from 12.2% in 2021 to 13.5% in 2022.

The main contributory factor was a significant pay award that was applied to HGV Drivers in 2021/22. The standard annual pay award in 2021/22 that applied to the vast majority of colleagues was 5%. However in response to the national shortage of HGV Drivers, Marshalls applied a 21% pay award to the rates for HGV Drivers. As currently almost all drivers at Marshalls are male, this resulted in the gender pay gap for roles at this level increasing from 11% to 21.5% and impacted the overall figure.

Table 3	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Marshalls Group Ltd	88%	12%	93%	7%	93%	7%	67%	33%
Marshalls plc	61%	39%	63%	38%	35%	65%	29%	71%
Overall	83%	17%	91%	9%	88%	12%	72%	28%

## Bonus Gender Pay Gap

2022 year has been an exceptional year in regard to bonus payments. The company paid a 'Thank You' bonus to all colleagues in 2021 in recognition of the hard work and commitment shown during the global pandemic the previous year. These payments combined with a small number of exceptional bonus share awards maturing in 2021 have influenced the Bonus Pay Gap result we are seeing this year.

Our Gender Bonus Gap includes incentives paid in the 12 months to 31 March 2022.

The mean Gender Bonus Gap figure has significantly reduced from 78.9% in 2020/21 in favour of men to -57.6% in favour of women, which as explained is as a direct result of a small number of one-off exceptional share awards maturing.

The median Gender Bonus Gap has been reduced to zero as a direct result of a 'Thank You' bonus which was a one-off payment of the same value paid to all colleagues regardless of their role, seniority, or gender.

**Table 4**

	2022		2021	
	Mean Bonus Gender Pay Gap	Median BonusGender Pay Gap	Mean Bonus Gender Pay Gap	Median BonusGender Pay Gap
Marshalls Group Ltd	-131.0	0%	60.7%	40.7%
Marshalls plc	79.5%	0%	90.7%	31.8%
Overall	-57.6%	0%	78.9%	29.8%