



Marshall Land Systems

Gender Pay Reporting 2025

In the twelve months ending April 2025, female colleagues made up 12% of the Marshall Land Systems workforce; which is the same as the previous reporting.

Mean and median hourly pay for female colleagues exceeded male colleagues by 6.6% and 11.3% respectively. Both figures also favoured female colleagues in prior years. This remains due to the fact that female colleagues tend to occupy relatively senior engineering roles, with the majority of male colleagues in production roles.

The Mean bonus gap favoured male colleagues by 88.4% whereas the median bonus gap was level at 0%. The percentage of female colleagues receiving a bonus increased from 7.0% to 32% compared to 6.0% for male colleagues increasing to 36%. This change is due to the introduction of a recognition scheme this year.

Male/female distribution by pay quartile shifted slightly over the period, with female colleagues accounting for 17% of highest quartile earners – higher than the overall proportion of female colleagues within the workforce, and an increase from 16% in the previous period.

As part of our ongoing commitment to supporting women, we continue to enhance our recruitment and retention

practices. This includes training hiring managers to recognise and mitigate bias, promoting diversity, and ensuring the representation of women in our marketing materials. We also track gender-related metrics throughout the recruitment process to identify and address potential barriers to attraction and assessment.

Beyond recruitment, we place a strong emphasis on supporting women's career progression through dedicated training and development opportunities. This year, we are launching two new apprenticeships specifically designed to support the development of women into leadership positions. These efforts are underpinned by our broader commitment to fostering an inclusive workplace culture—one built on trust, accountability, collaboration, and continuous improvement.

We confirm that Marshall Land Systems Ltd's gender pay gap calculations are accurate and meet the requirements of the Regulations.

Signatures



Gareth Williams
Chief Executive Officer –
Engineering Businesses Marshall



Zoe Brennan,
Chief People Officer –
Marshall

Our Gender Balance



12%

Women



88%

Men

Gender Pay Gap

-6.6%

Mean

-11.3%

Median

Bonus Gap

88.4%

Mean

0.0%

Median

Proportion receiving Bonus Payment



36%

Men



32%

Women



Key:



Women



Men

Gender Pay is a measure of the difference in the average pay of men and women across the organisation, regardless of nature or level of work. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.