



# Marshall Land Systems Gender Pay Reporting 2024

**In the twelve months ending April 2024, female colleagues made up 12% of the Marshall Land Systems workforce; this represents an increase from 11% in the previous period.**

Mean and median hourly pay for female colleagues exceeded male colleagues by 0.03% and 14.3% respectively. Both figures also favoured female colleagues in prior years (6.7% and 8.6% in 2021–2022, and 9.0% and 15.0% in 2022–2023). 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.

Mean and median bonus gaps favoured male colleagues by 90.6% and 76.6% respectively. However, the percentage of female colleagues receiving a bonus was 7.0% compared to 6.0% for male colleagues; this is in contrast to the previous period, during which bonuses were received by a higher proportion of male colleagues than female colleagues.

Male/female distribution by pay quartile shifted slightly over the period, with female colleagues accounting for 16% of

highest quartile earners – higher than the overall proportion of female colleagues within the workforce, and an increase from 15% in the previous period.

We continue to face the same broad imbalances that can be found throughout academic and occupational STEM fields. As a company that is unequivocally committed to gender equity, we have continued to focus on STEM outreach activities targeting female students, while also pursuing a range of initiatives to improve recruitment and retention of female colleagues.

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

|            |            |
|------------|------------|
| ♀          | ♂          |
| <b>12%</b> | <b>88%</b> |
| Women      | Men        |

Gender Pay Gap

|               |               |
|---------------|---------------|
| <b>-0.03%</b> | <b>-14.3%</b> |
| Mean          | Median        |

Bonus Gap

|              |              |
|--------------|--------------|
| <b>90.6%</b> | <b>76.6%</b> |
| Mean         | Median       |

Proportion receiving Bonus Payment

|           |           |
|-----------|-----------|
| ♂         | ♀         |
| <b>6%</b> | <b>7%</b> |
| Men       | 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.