



 **Marshall**

Gender pay gap
Report 2020

Marshall Motor Holdings plc

The automotive sector has historically been male dominated but we are committed to try to ensure we have a fair representation of men and women. Our current gender split is 75% male 25% female.

We have a long heritage built on family values and we endeavour to live our Values every day; our values of fairness and integrity and keeping people at the heart of our success are a key focus for us. We have achieved Great Place to Work® status for the past 11 years and for the 6th consecutive year have been ranked as a Best UK Workplace™ in the Super Large category. We are committed to ensuring all colleagues believe Marshall is a great place to work.

We believe in opportunities for all, regardless of gender and we must continue to challenge ourselves to be inclusive at all times. We are committed to ensuring men and women are paid equally for doing equivalent roles in our business.

Understanding the gender pay gap

Using the calculations prescribed in the gender pay gap reporting regulations, we have taken pay data for all our colleagues, which includes many different roles and therefore a variety of rates of pay

Mean = the average
Median = the mid point in a range of numbers

What's included in our calculations?

Calculations are required to be based on pay from April 2020, including ordinary pay (which includes basic pay/holiday pay/shift allowances) and bonus pay (profit share bonus/commission payments)

What is the gender pay gap?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the work they do – across an organisation, business sector, industry or the economy as a whole. It is affected by the number of men and women across all roles.

It is different from an equal pay comparison, which is direct comparison between men and women carrying out the same, similar or equivalent work.



Marshall Values



Our Results 2020 | MMH group

Pay – difference between men and women



Mean: -23.88%
Median: -4.61%

Bonus – difference between men and women



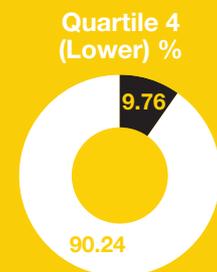
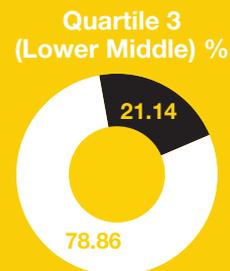
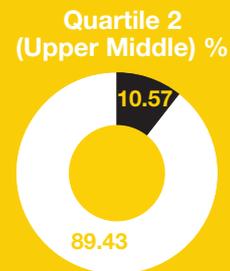
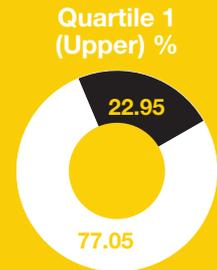
Mean: 34.59%
Median: 35.63%

Bonus – number of men and women receiving bonus



Male: 79.89%
Female: 51.88%

Mean = the average
Median = the mid point in a range of numbers



Pay – difference between men and women

Quartiles



Our results 2020 | Group Companies

The Equality Act 2010 (Gender Pay Gap Information) Regulation 2017 requires organisations with multiple legal entities to report each relevant entity which employs more than 250 people

		Marshall Motor Group Limited	Pentagon Limited	Ridgeway Garages (Newbury) Limited
Mean Pay Gap		-20.22%	31.87%	-36.98%
Median Pay Gap		-39.97%	26.15%	-61.19%
Mean Bonus Gap		37.55%	28.86%	25.77%
Median Bonus Gap		38.03%	36.17%	32.21%
Upper Quartile	Male	64.29%	100%	71.43%
	Female	35.71%	0%	28.57%
Upper Middle Quartile	Male	73.21%	94.74%	100%
	Female	26.79%	5.26%	0%
Lower Middle Quartile	Male	76.79%	63.16%	100%
	Female	23.21%	36.84%	0%
Lower Quartile	Male	94.64%	68.42%	100%
	Female	5.36%	31.58%	0%
Proportion Receiving a bonus	Male	78.26%	82.53%	78.45%
	Female	45.54%	70.37%	58.25%



How are we working to address the gap?

- + Our Gender Pay Gap numbers this year reflect the pandemic and furlough, as per the requirements of GPG reporting
- + We are very pleased that the number of females in our Technician role is increasing, with our Service Advisor population remaining around the 50/50% split
- + Our Diversity & Inclusion training has been updated and enhanced for all colleagues and managers, to ensure we are living our values and have an inclusive culture
- + Through our on-going Great Place to Work surveys, we continue to monitor how colleagues feel about being part of Marshall and specifically to ensure they feel we have an inclusive culture
- + We remain committed to our membership of the Automotive 30% Club and we are actively involved in the 10 step agenda to achieve a better gender balance. In support of our commitment our CEO DG accepted their invitation to become patron in 2019
- + We continue to share the social, economic, cultural and political achievements of women by celebrating International Women's day, sharing content through our social channels and website
- + We continue to actively highlight successful women in our business via a series of articles in our colleague magazine Marshall Matters, in order to inspire other women to believe they can also have a long career in our business
- + With recognition in part to the work we are involved in with our Gender Diversity and Inclusion agenda, we have been announced as winners of the Motor Trader Industry Employer of the Year 2020 award
- + We also, for the third time in six years and second time in a row won the Motor Trader Industry Social Media Award 2020, which heavily promotes our inclusive culture

UK Automotive 30% Club

@auto30club | automotive30club.co.uk