

## Gender Pay Gap Reporting

Marsh Wall Limited employs more than 250 employees and therefore is required by law to publish an annual report detailing the pay gap between its male and female employees.

This is the snapshot as at 5<sup>th</sup> April 2020:-

### Gender Pay Gap

- The mean gender pay gap for Marsh Wall limited is 13%
- The median gender pay gap for Marsh Wall Limited is 20%

### Quartile Reporting

<u>Quartile</u>	<u>Men</u>	<u>Women</u>
Lower quartile	65%	35%
Lower middle quartile	71%	29%
Upper middle quartile	87%	13%
Upper quartile	87%	13%

### Statement of Marsh Wall Limited

Marsh Wall Limited is committed to provide equal opportunities to all employees, irrespective of their gender and the company remains committed to continue to reduce our gender pay gap.

Marsh Wall Limited operates within the motor sector and we are confident that the way we pay males and females for the same role provides equal opportunities and there are a range of roles within the organisation.

We as a company recognise that diversity and inclusion are a fundamental part of any successful business plan and as such we are striving to explore new strategies to decrease our gender pay gap, and a key part of that includes attracting more females to our Group.

I confirm that the gender pay gap information contained in this report is complete and accurate.



Deborah Lowles

Finance Director, for and behalf of the Board of Directors of Marsh Wall Limited

21<sup>st</sup> September 2021