

2019 gender pay gap report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	24.7%	24.3%
Bonus Paid	41.5%	57.8%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5 April 2019). It also captures the mean and median difference between bonuses paid to men and women at Marsh & Parsons in the year up to 5 April 2019.

Proportion of colleagues awarded a bonus

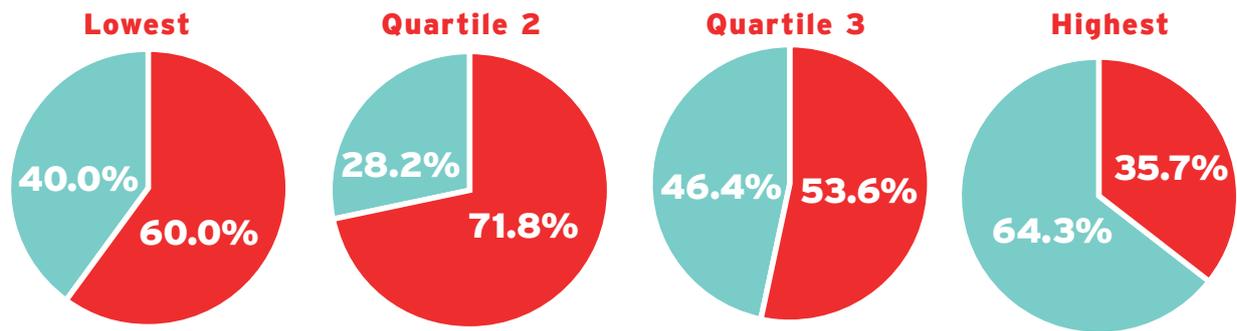


92.7%
Bonus



71.1%
Bonus

Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles.

Marsh & Parsons continue to promote fairness and equality as part of our culture. The gender pay gap report is a key process in promoting gender and equality inclusion within our organisation.

As of 5th April 2019, 55.3% of our workforce were women.

As illustrated by our reported figures, we recognise that a gender pay gap does currently exist within the organisation, in terms of both salary and bonus. Whilst we have seen an increase in the proportion of women in the second quartile, we have experienced a small decrease in the number of women in the highest quartile. However, the mean gender pay gap has remained stable and the percentage of women who received a bonus is at its highest level in three years with a year-on-year improvement of 6.5%.

The key factors for the gender pay gap continues to be; the lower number of men in some junior roles (in particular, our Office Coordinators), and a lower number of women in senior roles, in some areas of the business. These two factors also impacted upon the proportion of males and females who received a bonus in the last 12 months, as more junior roles do not typically have the opportunity to earn a bonus. We remain confident that our male and female colleagues carrying out equivalent roles have equivalent pay structures.

All of our employees are offered the opportunity to develop both their personal and professional skills and encouraged to do so with the support of a dedicated Training team who offer a range of resources. In addition, we have a strong culture of promoting individuals internally and there are many opportunities for our employees to progress into different roles. As a result, in the last year alone, more than 150 staff have been promoted, of which 59% were women.

Marsh & Parsons is an inclusive and diverse organisation where we believe all employees are able to reach their full potential regardless of gender. Therefore, as a business we have reviewed carefully the next steps we believe we can undertake to address this gender imbalance in the relevant senior roles and business areas highlighted in the report.

I confirm the data reported is accurate.

Patrick Littlemore
Chief Executive, Marsh & Parsons
5th April 2020