

2020 Gender Pay Gap Report

Fairness, equality and inclusion are important to us.

Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	33.8%	31.5%
Bonus Paid	41.1%	38.9%

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 2020). 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 2020.

Proportion of Colleagues Awarded a Bonus

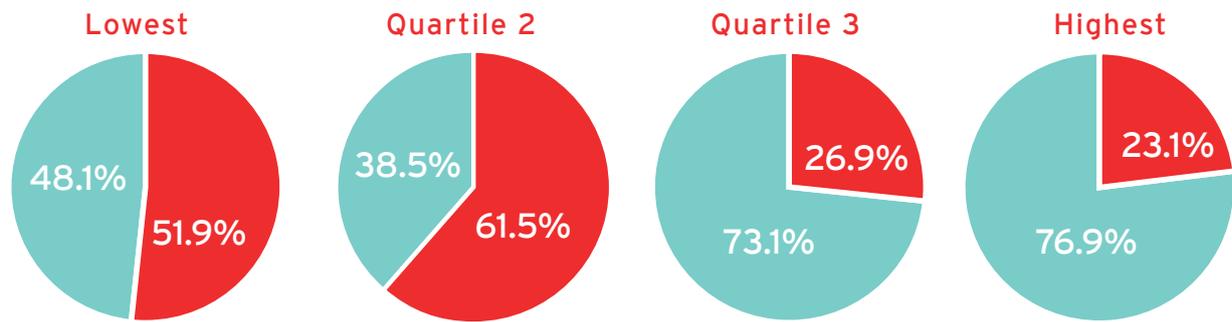


89.7%
Bonus



67.2%
Bonus

Pay Quartiles



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

Marsh & Parsons continues to support gender pay gap reporting as a key process in promoting gender and equality inclusion within our organisation.

Marsh & Parsons has a balanced gender split across our network of offices, our HQ and support functions. As of 5th April 2020, 53% of our workforce were women and 47% were men.

As required by the Gender Pay Gap reporting regulations, a high proportion of employees who were on furlough leave as of 5th April 2020 and not in receipt of their full normal pay have been excluded from the hourly pay and quartile analysis. We have therefore carried out further analysis on more comparable data from March 2020.

We acknowledge that a gender pay gap does exist within the organisation, in terms of both salary and bonus, and this exercise allows us to understand the rationale behind our gender pay gap.

Whilst we have experienced a decrease in the number of women in the highest quartile, our mean gender pay gap has remained relatively stable. The key factors for the gender pay gap continue to be a lower number of women in senior roles and a lower number of males in more junior roles, rather than a different approach to rates of pay between males and females occupying the same role.

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 continue to offer all our employees' development opportunities to increase both their personal and professional skills and are encouraged to do so with the support of a dedicated Learning & Development 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, of the employees promoted internally, 45.61% were women.

Marsh & Parsons is an inclusive and diverse workplace where individuals can thrive and be their authentic selves. The last twelve months have required us to adapt to new ways of working and we are committed to continue applying these learnings to our business and people practices moving forward, with a continued focus on recruitment, Learning & Development and blended working, to ensure all of our employees are offered equal opportunities to advance their careers within our organisation.

I confirm the data reported is accurate.

Patrick Littlemore
Chief Executive, Marsh & Parsons
5th April 2021