

# 2017 gender pay gap report

Fairness, equality and inclusion are important to us.

## Pay & Bonus Gap

Difference between men and women

	Mean	Median
Hourly Pay	25.7%	17.3%
Bonus Paid	27.8%	64.3%

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 2017). 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 2017.

## Proportion of colleagues awarded a bonus

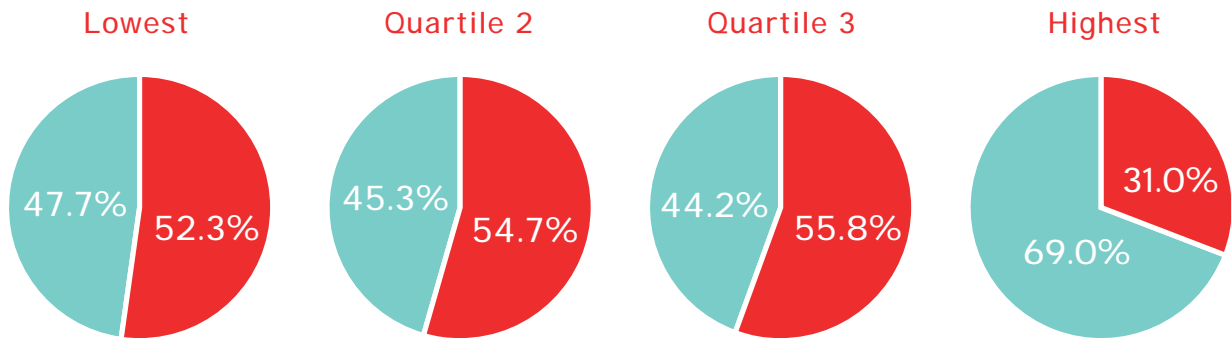


86.6%  
Bonus



69.0%  
Bonus

# Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 85 and 86 colleagues.

Marsh & Parsons is committed to promoting fairness and equality as part of our culture and welcomes the introduction of gender pay gap reporting as a key process in promoting gender equality and inclusion within our organisation.

As of 5th April 2017, 49.3% of our workforce were women and there is a relatively stable proportion of women in each of our pay quartiles; 52% in the lowest quartile, 55%-56% in the two middle quartiles, but dropping to 31% in the highest quartile.

We are confident that our male and female colleagues carrying out equivalent roles have equivalent pay structures, with any differences in actual earnings being attributable to different levels of actual performance. However, as illustrated by our reported figures, we recognise also that a gender pay gap does currently exist within the organisation, in terms of both salary and bonus.

The key factors creating the pay gap are the lower number of men in some junior roles (in particular, our Office Coordinators), and the 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 our more junior roles do not typically have the opportunity to earn a bonus.

Marsh & Parsons is an inclusive and diverse organisation where we believe all employees are able to reach their full potential regardless of gender. We will therefore continue to monitor our pay gap data and consider further steps that can be taken to address the gender imbalance in the relevant senior roles and business areas that would result in a reduction of the gender pay gap.

**I confirm the data reported is accurate.**

**David Brown**  
Chief Executive, Marsh & Parsons  
4th April 2018