

2023 Gender Pay Gap Report

Fairness, equality and inclusion are important to us.

PAY & BONUS GAP

DIFFERENCE BETWEEN MEN AND WOMEN

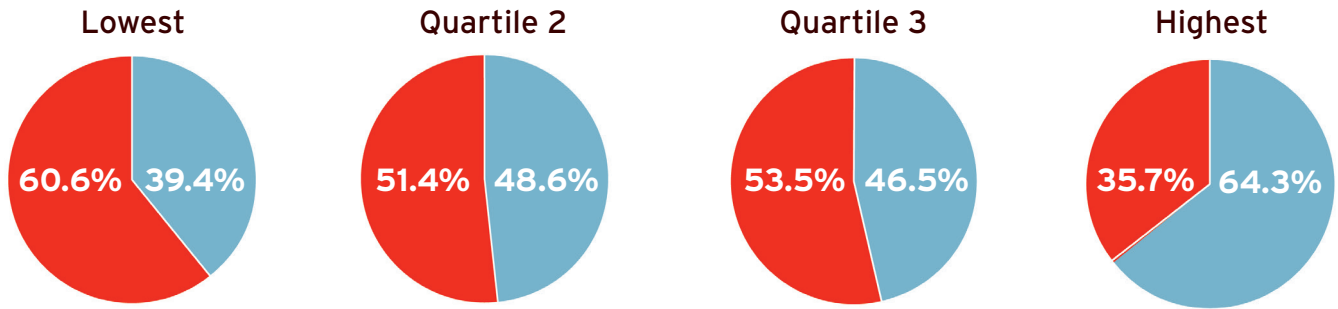
	MEAN	MEDIAN
HOURLY PAY	20.7%	17.2%
BONUS PAID	20.5%	41.5%

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 2023). 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 2023.

PROPORTION OF COLLEAGUES AWARDED A BONUS



PAY QUARTILES



The image above illustrates the gender distribution across four equally sized quartiles, each containing between 70 and 71 colleagues.

Marsh & Parsons is proud to be a business that prioritises people's professional and personal development. It is important to us to create and maintain an inclusive environment and a culture that promotes equal opportunities for all employees. We are therefore proud to continue supporting gender pay gap reporting as a key process in promoting gender and equality inclusion within our business.

Marsh & Parsons has a balanced gender split across our network of offices, our HQ and support functions. As of April 2023, 50.4% of our workforce were women and 49.6% were men.

We acknowledge that a gender pay gap does exist within our organisation, in terms of both salary and bonus, however our mean gender pay gap has improved in comparison to last year. Whilst there has been a decrease in the number of women receiving a bonus payment, we are pleased to have experienced an increase in the number of women in the highest pay quartile, which is evidence that our strategy to attract and promote more women is moving in the right direction.

Overall, while we have seen progress over the last 12 months, the key factors for the gender pay gap continue to be a lower number of women occupying senior roles (although we are taking positive steps to address this) and a lower number of males in more entry-level administration roles. It is not due to a different approach to rates of pay between males and females occupying the same role.

We continue to offer all our people extensive development opportunities to increase both their personal and professional skills, with the support of our exceptional, dedicated in-house Learning & Development team who offer a range of learning interventions and resources. In addition, we have a strong culture of "growing our own" and promoting individuals internally.

Marsh & Parsons' focus is on attracting, motivating, and retaining top talent within our industry, and we offer opportunities to all who bring enthusiasm and passion to their role, irrespective of gender or background.

Andy Shepherd
Director
April 2023