



Marshall Land Systems

Gender Pay Reporting 2022

The gender distribution of the Marshall Land Systems workforce has remained broadly unchanged year-on-year, with women making up 8% of employees as of April 2022; this represents a slight decrease from one year prior.

Key metrics related to pay gaps and earnings, however, continue to favour female employees. During the period in question, mean and median hourly pay gaps favoured female employees over male employees by 6.7% and 8.6%, respectively, though both figures represent a decrease over the prior period. This pay differential is explained by the fact that female employees are likely to hold roles in senior management or professional support functions, whereas the distribution of roles for male employees tends to skew towards manufacturing.

The 12-month period ending April 2022 saw a decrease in gender equity with regards to bonus differentials (mean, median, and proportion of headcount receiving bonus), with bonus-related metrics generally favouring male employees. As has been the case across Marshall more broadly, these

changes were in large part attributable to one-off factors over the course of the last two years; namely, discretionary payments awarded during the period ending April 2022, and Covid Recognition payments issued within the prior 12-month period.

We continue to face the same broad imbalances that can be found throughout academic and occupational STEM fields. As a company that is unequivocally committed to gender equity, we have continued to focus on STEM outreach activities targeting female students, while also pursuing a range of initiatives to improve recruitment and retention of female employees.

We confirm that Marshall Land Systems Ltd's gender pay gap calculations are accurate and meet the requirements of the Regulations.



Gary Moynehan,
Managing Director,
Marshall Land Systems.



Daney Wilkinson,
Chief People Officer,
Marshall.

Our Gender Balance



8%

Women



92%

Men

Gender Pay Gap

-6.7%

Mean

-8.6%

Median

Bonus Gap

97.4%

Mean

33.3%

Median

Proportion receiving Bonus Payment



4%

Women



11%

Men

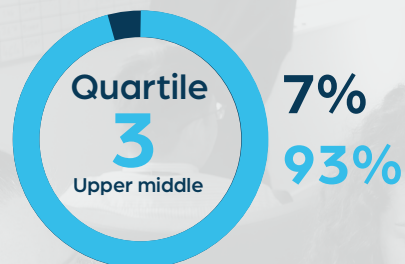
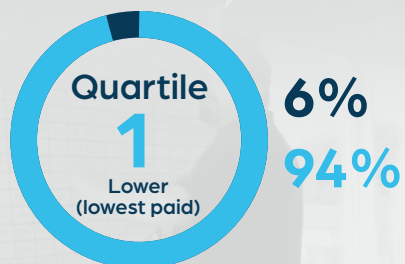
Key:



Women



Men



Gender Pay is a measure of the difference in the average pay of men and women across the organisation, regardless of nature or level of work. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.