



Marshall Land Systems Gender Pay Reporting 2023

The gender distribution of the Marshall Land Systems workforce has changed slightly in the twelve months ending April 2023, with females making up 11% of employees; this represents an increase from 2022 when female population was 8%.

Key metrics related to pay gaps continue to favour female employees, whose mean and median hourly pay exceeded male employees by 8.99% and 15.00%, respectively. Both figures are an improvement on April 2022 – these particular figures in 2022 also favoured women. This is due to the fact that female employees tend to occupy relatively senior engineering roles, with the majority of male employees in production roles.

The mean bonus gap favoured male employees at 5.66% but the median bonus gap reduced to 0.00% The median bonus gap is due to the monthly bonus payments being made to support the increased cost of living during the 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.

Signatures

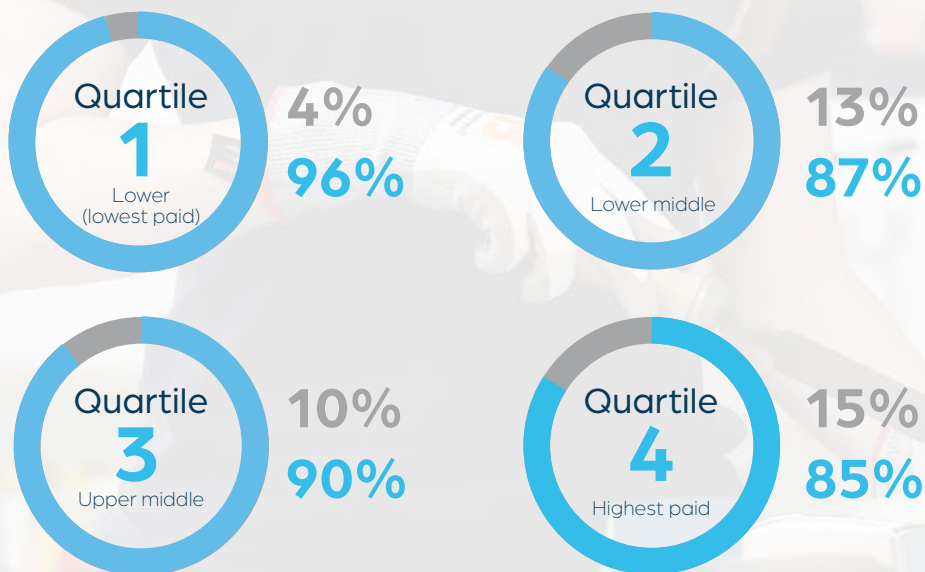

Gareth Williams
Chief Operating Officer,
Marshall.


Zoe Brennan
Chief People Officer,
Marshall.



Percentages with a hyphen (-) indicate favour toward female employees

Key:



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.