



# Marshall Aerospace Gender Pay Reporting 2023

**The 12-month period ending April 2023 saw mixed progress with regards to Marshall Aerospace’s ongoing efforts to ensure gender equality in recruitment, compensation and opportunities for advancement. During the period in question the gap in mean hourly pay gap increased from 0.56% to 5.85% in favour of male employees, while the median gender pay gap also increased from 6.12% to 11.32% in favour of males.**

By contrast, mean bonuses received by female employees were 8.04% higher than those received by their male counterparts in 2023. In line with this trend, the median bonus gap, which favoured male employees by 39.4% in 2022, fell to 0.0% in 2023. This is due to the monthly bonus payments being made to support the increased cost of living during the period.

Male/female distribution by pay quartile stayed broadly the same as 2022, with female employees continuing to account for 15% of highest quartile earners – identical to

the overall proportion of female employees within Marshall Aerospace’s workforce.

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 of Cambridge Aerospace 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.

Our Gender Balance

♀	♂
<b>15%</b>	<b>85%</b>
Women	Men

Gender Pay Gap

<b>5.85%</b>	<b>11.32%</b>
Mean	Median

Bonus Gap

<b>-8.04%</b>	<b>0.00%</b>
Mean	Median

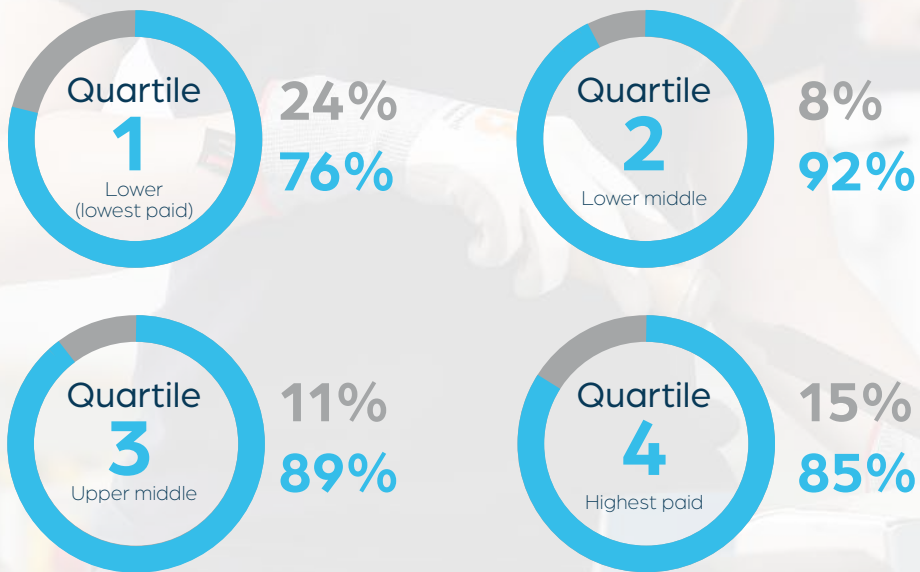
Proportion receiving Bonus Payment

♂	♀
<b>92.8%</b>	<b>91%</b>
Men	Women

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

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.