



# Marshall Aerospace Gender Pay Reporting 2022

**The 12-month period ending April 2022 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 we achieved a welcome improvement in the median hourly rate gender pay gap, which declined from 11% to 6.12% in favour of male employees. At the same time, however, the mean hourly rate gender pay gap increased slightly from 0.2% to 0.6%.

Bonus differentials (mean, median, and proportion of headcount receiving bonus) between genders increased somewhat—again, in favour of male employees—though these changes were in large part attributable to one-off factors over the course of the last two years; namely, special discretionary payments awarded during the period ending April 2022, and Covid Recognition payments issued within the prior 12-month period.

Other key metrics, such as gender distribution by pay

quartile, remained largely unchanged.

While the overall balance of female versus male employees across the company improved slightly over 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 of Cambridge Aerospace Ltd's gender pay gap calculations are accurate and meet the requirements of the Regulations.

Neil McManus,  
Managing Director,  
Marshall Aerospace.

Daney Wilkinson,  
Chief People Officer,  
Marshall.

## Our Gender Balance

♀  
**15%**  
Women

♂  
**85%**  
Men

## Gender Pay Gap

**0.56%**  
Mean

**6.12%**  
Median

## Bonus Gap

**26.5%**  
Mean

**39.4%**  
Median

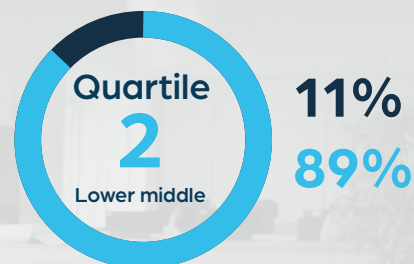
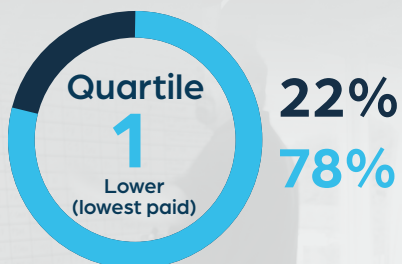
## Proportion receiving Bonus Payment

♀  
**20.6%**  
Women

♂  
**20.7%**  
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.