

Marshall of Cambridge Aerospace Ltd Gender Pay Reporting 2020

We have consolidated the progress made during 2019 in addressing our gender pay gap but recognise we still have considerable work to do.

The make-up of our workforce has remained broadly stable at 74% male versus 26% female and whilst this is fairly typical of our sector we are actively looking for ways in which we can attract more female talent across all levels of the organisation. We anticipate that a renewed focus on agile working will help to make a career at Marshall a more accessible, compelling and practical choice.

The pay differential has closed slightly over the past 12 months and we expect to see this trend continue in 2021 with the introduction of standardised terms and conditions of employment across the organisation providing us with an opportunity to identify and address any historical anomalies.

Whilst the number of women in our second and third quartile of pay has remained static we are pleased to see a slight upward shift in the lower and highest quartile, the latter reflecting the addition of more females into senior management roles.

We continue to work hard with our industry partners to promote careers in STEM and are pleased to see so many of our female apprentice engineers transition to permanent roles with Marshall and, through our work with local organisation LaunchPad, are actively introducing STEM opportunities to girls from primary age up.

Having signed up to the Women in Defence Charter in 2019 we look forward to playing an active role in this group, dedicated to challenging the dynamics of our industry to make defence a better place for women to work.

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

Declaration



Duncan Eldridge
Managing Director



Daney Wilkinson
HR Director



Our Gender Balance:  **16%**  **84%**
Women Men

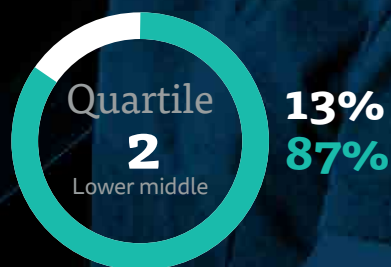
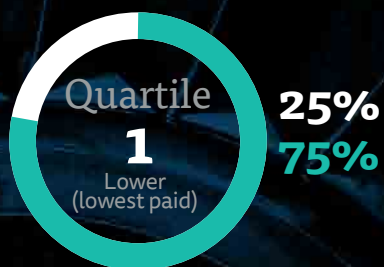
Gender Pay Gap: **6.7%** **13.7%**
Mean Median

Bonus Gap: **-5.3%** **0%**
Mean Median

Proportion receiving Bonus Payment  **82%**  **91%**
Women 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.