



# Marshall Thermo King Ltd

## Gender Pay Reporting 2022/2023

**Marshall Thermo King Ltd, trading as Marshall Fleet Solutions, is part of the Marshall of Cambridge (Holdings) Ltd Group headquartered in Cambridge and providing the premium sales, service and parts support for the UK distribution industry. At Marshall, we believe that a diverse workforce, where our people can be their best selves, is fundamental to our continued success and, in line with the engineering sector, we recognise the need to work extra hard to address gender representation.**

Overall, our Gender balance has changed to 24% women (23% Prior year) and to 76% men (77% prior year) employed. Board positions Gender balance has remained at 50% women and 50% men (2 women and 2 men). There has been a slight decline to pay gaps for the higher paid quarters 1 and 2, however improvement in gender balance shown within pay quarters 3 and 4. There is still work to do and it will take a number of years to achieve our goals of creating greater gender balance within our workforce and increasing the number of women employed in our higher paid roles. All eligible employees received £1,200 bonus spread over 6 months to assist with increased employee cost of living. Eligibility is based on a maximum salary and if they were employed at the time of the bonus scheme.

Attracting, growing and retaining our female talent is core to our people strategy and we are looking to attract talented female employees at every level within the company from our award-winning apprenticeship scheme at the Marshall Skills Academy and through learning and development opportunities to recognise exceptional female talent. In addition, we offer where appropriate the option of flexible working and family friendly benefits and are always looking for ways to make our proposition better.

Achieving a more even gender balance and bridging the gender pay gap remain high priorities and we will continue to look for ways to make careers within Marshall Fleet Solutions inclusive, attractive and accessible for all.

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

### Signatures

Mark Howell  
Managing Director.

Jane Perkins  
Finance Director

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Our Gender Balance	<b>24%</b> Women	<b>76%</b> Men

Gender Pay Gap	<b>2.5%</b> Mean	<b>14.1%</b> Median
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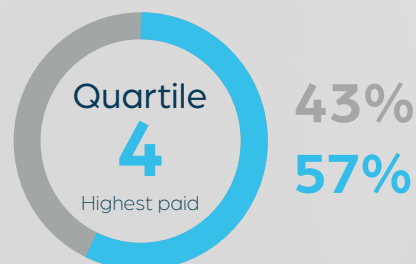
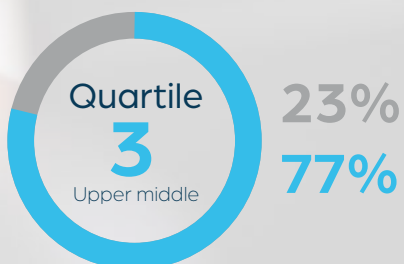
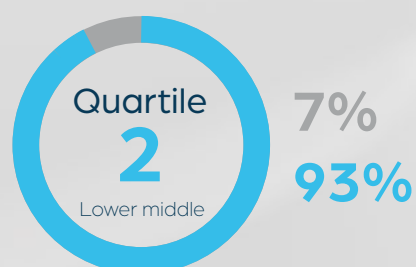
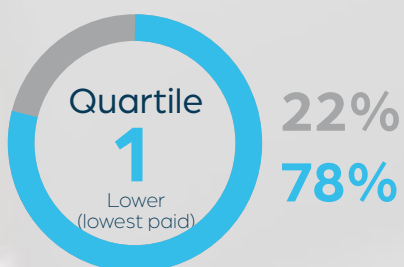
Bonus Gap	<b>22.3%</b> Mean	<b>0.00%</b> Median
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Proportion receiving Bonus Payment	<b>98.7%</b> Men	<b>96.8%</b> Women

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.