



# Gender Pay Gap Report 2024



[MarksElectrical.co.uk](https://www.MarksElectrical.co.uk)



# Introduction

Marks Electrical Group plc offers nationwide next day delivery and installation of domestic electrical appliances and consumer electronics throughout England, Wales and parts of Scotland.

This report contains the Gender Pay Gap for Marks Electrical Limited (the primary operating and employing entity, hereafter “the Company”) in line with The Equality Act 2010 (Gender Pay Information) Regulations 2017.

As at 5 April 2023 the Company employed 271 employees, with 56% in Driver positions, 14% in Warehouse roles and 11% in Installer roles. The remaining 19% of employees are within Customer Service, Sales, Finance, HR and Management roles.

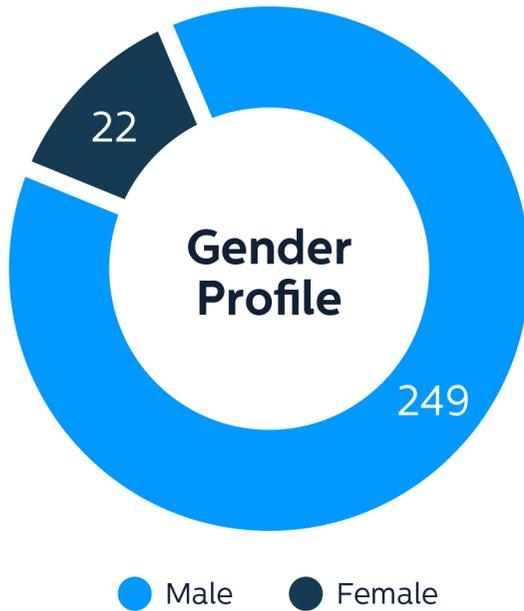


The Company is committed to providing equal opportunities to all employees and continues to offer flexible working options, whilst conducting regular pay reviews across the workforce.

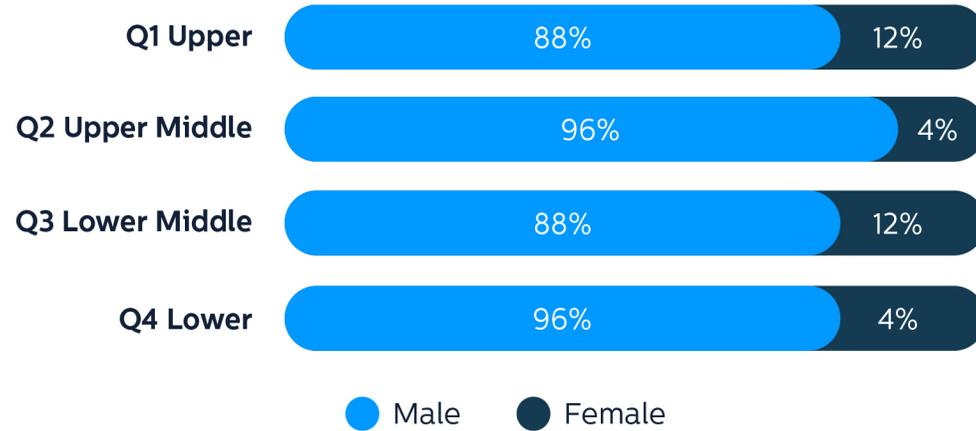




# Our Results



## Proportion of male and female according to quartile pay bands



The difference in mean (average) hourly pay between male and female employees is 0.55% and the median (middle) is 0.93%.

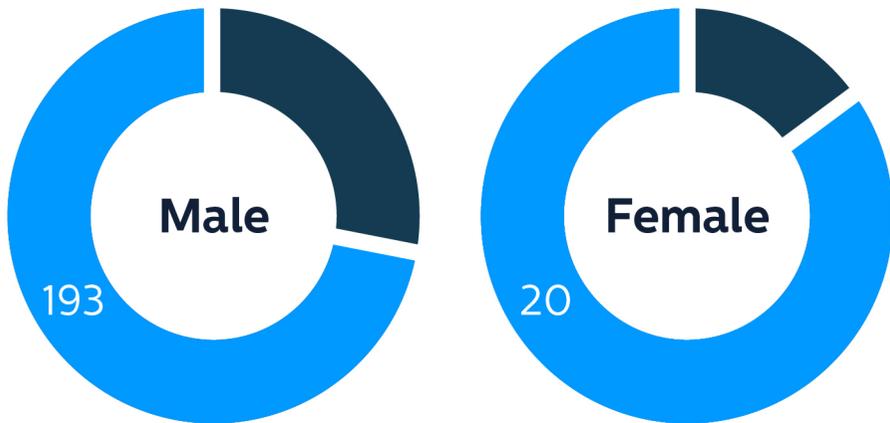
Although our industry is male dominated, our focus has been to promote gender diversity in warehouse, driver and installation roles.



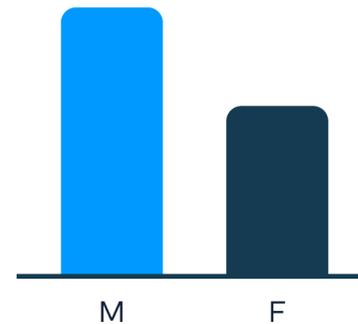


# Our Results

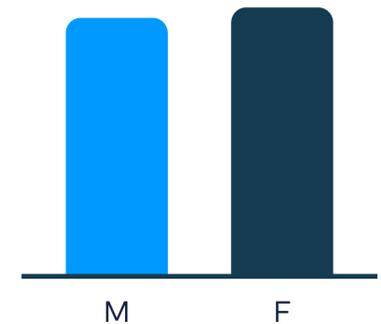
## Number of employees receiving a bonus



## Mean gender pay for bonuses



## Median gender pay for bonuses



The proportions of male and female employees who received bonus pay was **78%** and **91%** respectively.

The mean (average) bonus pay difference was **37% higher** for male than female employees and the median (middle) bonus paid was **3.4% higher** for female than male employees.

