

# Gender Pay Gap Report 2025



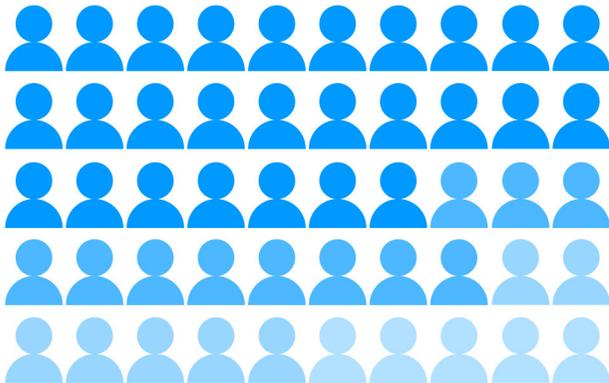
# Introduction

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 2024 the Company employed 286 employees, with 54% in Driver positions, 14% in Warehouse roles and 10% in Installer roles. The remaining 22% of employees are within Customer Service, Sales, Finance, HR and Management roles.

## 286 Employees

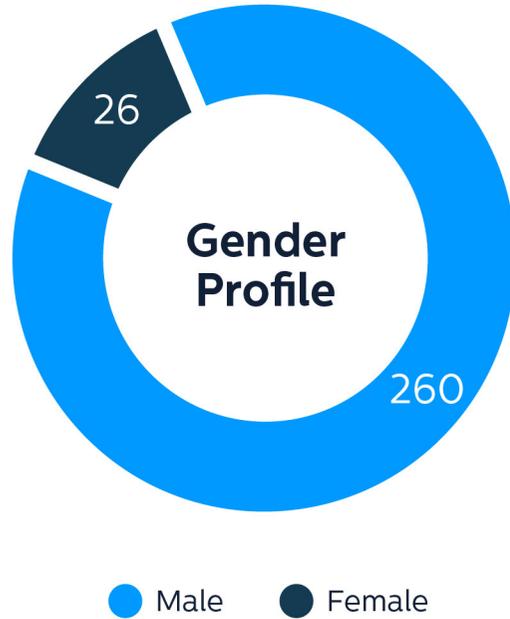


## Roles



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

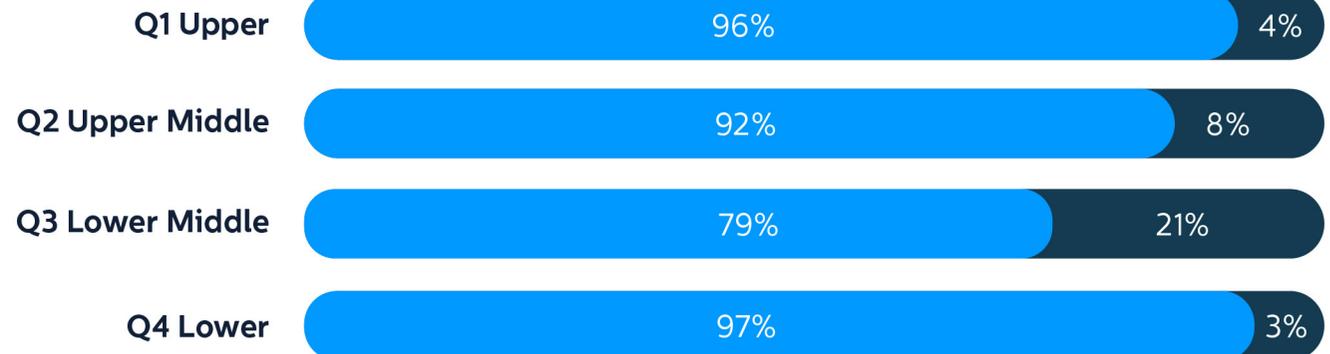
The difference in mean (average) hourly pay between male and female employees is **23.0%** and the median (middle) is **19.4%**.

We are committed to fostering an inclusive workplace, with a focus on promoting gender diversity across all roles within the organisation.



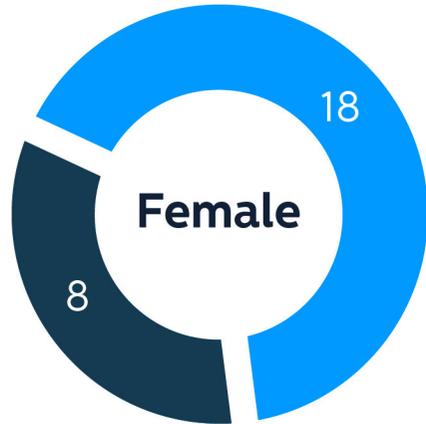
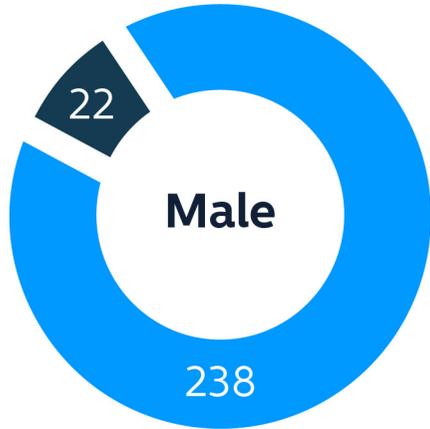
## Proportion of male and female according to quartile pay bands

● Male ● Female



## Number of employees receiving a bonus

● No. with Bonus ● No. without Bonus

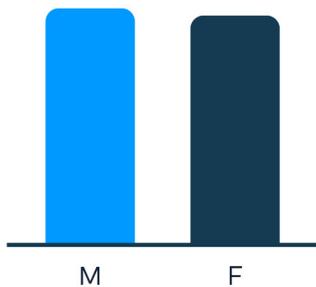


## Our Results

The proportions of male and female employees who received bonus pay was **92%** and **69%** respectively.

The median (middle) bonus paid was **2.6% higher** for male than female employees and the mean (average) bonus pay difference was **46.1% lower** for male than female employees.

## Median gender pay for bonuses



## Mean gender pay for bonuses

