



GENDER PAY GAP REPORT 2026

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



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.

A gender pay gap measures the difference in average pay between men and women across the organisation. It is distinct from equal pay, which relates to men and women being paid the same for the same or equivalent work.

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.

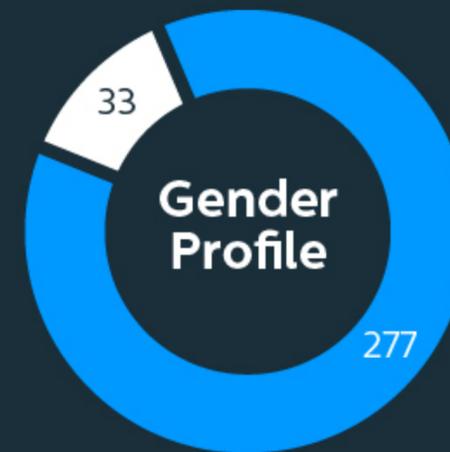
As at 5 April 2025 the Company employed 310 employees, with 63.2% in Driver and Installer positions, 13.3% in Warehouse roles. The remaining 23.5% of employees are within Customer Service, Sales, Finance, HR and Management roles.



Workforce Profile

As at 5 April 2025, the organisation employed 310 relevant employees, of whom 89.4% were male and 10.6% were female. Among full-pay relevant employees, 90.2% were male and 9.8% were female.

A significant proportion of roles are in driving, installation, and warehouse operations, which are traditionally male dominated across the UK labour market. Women are more highly represented in office-based and support functions, including customer service and business support areas such as data, finance, and HR.



89.4%

Male employees across the workforce

10.6%

Female employees across the workforce

● Male ● Female



Drivers & Installers

63.2%



Customer Service, Sales, HR, Finance & Management

23.5%



Warehouse Operatives

13.3%

Gender Pay Gap



Median gender pay gap
16.7%

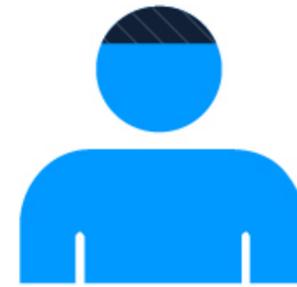


Mean gender pay gap
9.9%

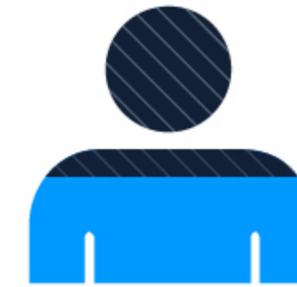
Our mean gender pay gap of 9.9% indicates a moderate difference in average earnings between men and women. The higher median gap of 16.7% highlights a more pronounced imbalance in the middle of the pay distribution.

This pattern suggests that while pay is broadly equitable within roles, there is a concentration of men in higher-paid positions, particularly at senior levels. The gap is therefore driven by workforce composition rather than unequal pay for equal work.

Bonus Pay

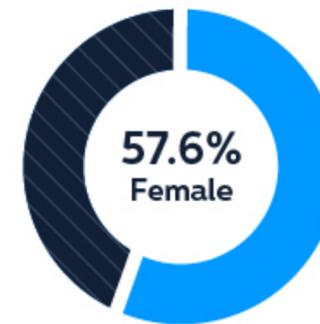


Median bonus gap
86.2%

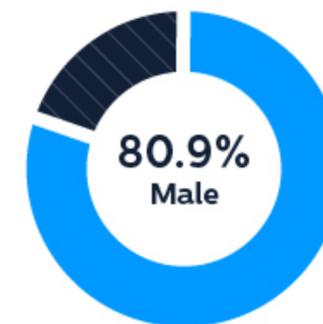


Mean bonus gap
38.3%

Proportion receiving bonus



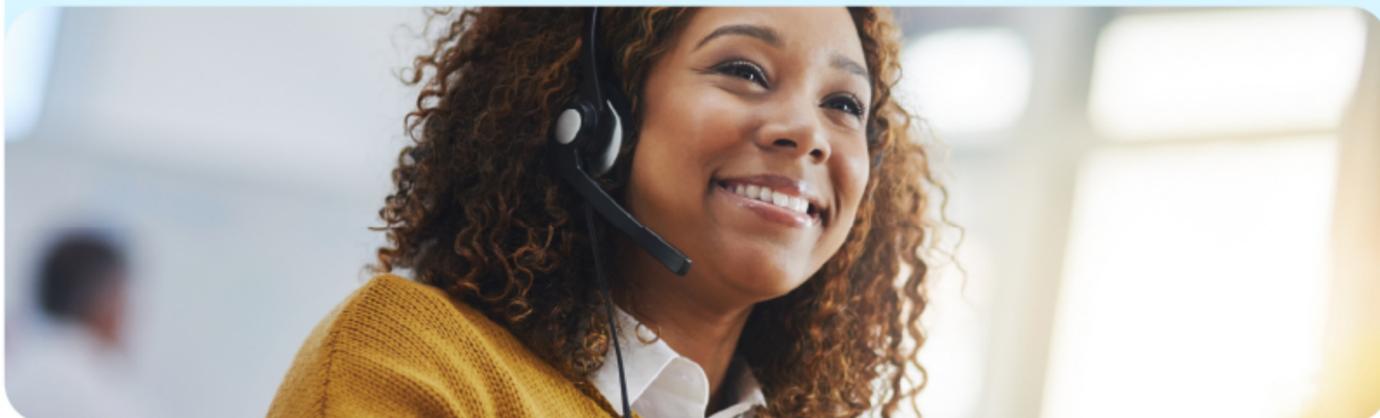
57.6%
Female



80.9%
Male

Our mean bonus gap is 38.3% and our median bonus gap is 86.2%. These figures are influenced by the distribution of employees across the organisation, particularly the concentration of higher-value bonus opportunities in senior and revenue-generating roles, where male representation is currently higher.

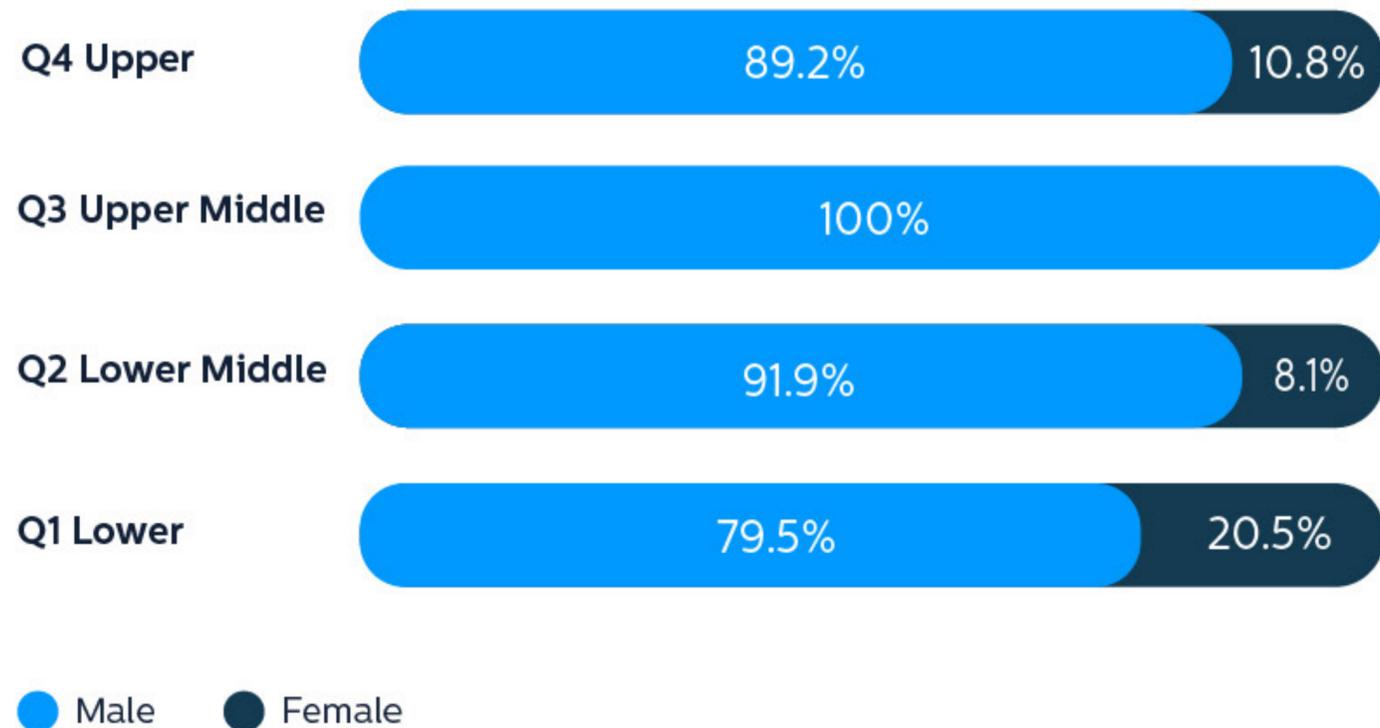
While both men and women participate in bonus schemes, variation in award values reflects differences in role level, responsibilities, and bonus structures. We are committed to addressing this gap by improving representation at senior levels and supporting equitable access to progression and higher-value bonus opportunities.



Pay Quartiles

This distribution shows how employees are represented across pay ranges within the organisation. The upper middle quartile is currently 100% male, reflecting that this pay band is made up entirely of 7.5-tonne driving roles, which are predominantly held by men across the wider UK labour market.

The data indicates differences in representation across all quartiles, with a higher proportion of men in senior and higher-paying roles, which contributes to the overall gender pay gap. We will continue to focus on supporting balanced representation across all levels of the organisation over time.



Our gender pay gap reflects differences in the distribution of men and women across roles and levels within the organisation, with lower female representation in senior and higher-paying positions being the key contributor.

To address this, we are implementing targeted initiatives to enhance the attraction, development, and retention of women throughout the business. This includes refining recruitment strategies, supporting career growth, and increasing transparency around progression opportunities. We will continue to monitor our data and track progress to ensure these actions drive lasting and impactful change.



Conclusion

Our gender pay gap reflects the current structure of our workforce, particularly the underrepresentation of women in senior and higher-paying roles.

While we are confident that men and women are paid fairly for comparable work, we recognise that improving gender balance across all levels of the organisation is essential to reducing our pay gap.

We are committed to taking meaningful action to support this, with a focus on recruitment, development, and progression. By addressing these areas, we aim to create a more balanced workforce and deliver sustained improvement in our gender pay gap over time.

Declaration

I confirm that the information in this report is accurate.

Tom Pallatt, Chief Finance Officer

Marks Electrical Group Plc
2025/26 Gender Pay Gap Report | Snapshot Date: 5 April 2025