

M.MARKOVITZ LIMITED GENDER PAY GAP REPORT
For 5th April 2021

Markovitz welcomes the introduction of Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This new reporting highlights an issue which remains an area of constant focus across the management team. We are fully aware that we operate in an industry which historically employs more males than females, but this only encourages us to strive to develop a more diverse workforce. We see this as crucial to our ability to attract the best quality staff from both genders, and as such we are buoyed by the small negative gender pay gap which we see as proof that we are seeing successes in our current approach.

Percentage of men and women in each hourly pay quarter

	Men	Women
Lower hourly pay quarter	84.9%	15.1%
Lower middle hourly pay quarter	83.6%	16.4%
Upper middle hourly pay quarter	89.0%	11.0%
Upper hourly pay quarter	77.8%	22.2%

Mean and Median gender pay gap as a percentage of men's pay

Mean gender pay gap using hourly pay	-10.1%
Median gender pay gap using hourly pay	-1.5%

Percentage of men and women who received bonus pay

Percentage of men who received bonus pay	1.2%
Percentage of women who received bonus pay	1.9%

Mean and Median gender pay gap for bonuses as a percentage of men's pay

Mean gender pay gap using bonus pay	6.9%
Median gender pay gap using bonus pay	5.3%

We are committed to providing a working environment which promotes diversity and opposes employee discrimination on all grounds. We see the focus on gender reporting highlighted here as the first step in promoting a journey to a more diverse workforce leading to Markovitz becoming an even more attractive employment proposition to potential new staff.