

M.MARKOVITZ LIMITED GENDER PAY GAP REPORT For 5th April 2024

Markovitz presents its Gender Pay Gap for 2024, reported under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. As a business operating in the building materials sector, which is predominantly male-dominated, our aim is to adopt an inclusive environment where gender equality is prioritised. We acknowledge there is a significant disparity in gender representation, 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 people from both genders, and as such we are buoyed by our negative gender pay gap. On average, our female employees earn more per hour than their male counterparts, which we view as proof that we are successful in our current approach to attract the best female talent.

Several factors contributed to our negative gender pay gap, despite the industry's prevailing gender dynamics:

Equal Pay Policies: We prioritise equal pay principles, ensuring that all employees receive equitable compensation for their contribution, irrespective of gender.

Diversity and inclusion: We proactively promote diversity and inclusion within our workforce. We strive to create an environment where everyone, regardless of gender, has equal opportunities for growth and advancement.

Merit based pay: Our pay structure is merit-based, emphasising skills, performance and experience over gender. This approach ensures all employees are rewarded fairly for their contributions.

Training and Development: We invest in training and development aimed at empowering all employees, including women, to reach their full potential. By offering equal access to skill-building opportunities, we strive to bridge the gender disparities in the workplace.

Our business will continue to look for innovative ways we can make all roles more suitable and attractive to females.

Percentage of men and women in each hourly pay quarter

	Men	Women
Lower hourly pay quarter	86.0%	14.0%
Lower middle hourly pay quarter	84.9%	15.1%
Upper middle hourly pay quarter	80.2%	19.8%
Upper hourly pay quarter	84.7%	15.3%

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

Mean gender pay gap using hourly pay	-5.0%
Median gender pay gap using hourly pay	-5.3%

Percentage of men and women who received bonus pay

Percentage of men who received bonus pay	1.9%
Percentage of women who received bonus pay	5.6%

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

Mean gender pay gap using bonus pay	-125.0%
Median gender pay gap using bonus pay	-130.8%

Our company's negative gender pay gap is testament to our commitment to gender equality and fair compensation practices. Despite the industry's male-dominated nature and the significant gender disparity within our workforce, we remain dedicated to providing an inclusive working environment which promotes diversity and opposes employee discrimination on all grounds. We continue to focus on addressing the gender imbalances and promote equal opportunities to promote Markovitz as being an even more attractive employment proposition to potential new team members.

Our Gender Pay Gap data has been published on the Government's gender pay gap service and all information reported is accurate.

David Hopkins
CEO
8th May 2024

M.MARKOVITZ LIMITED GENDER PAY GAP REPORT
For 5th April 2023

Markovitz welcomes the introduction of Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This new report 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 people from both genders, and as such we are buoyed by our negative gender pay gap which we view as proof that we are seeing successes in our current approach to attract the best female talent. Furthermore, we are pleased to see there has been an increase in the proportion of female recruits through the lower quarter as we have struggled to recruit at this level historically. Despite our best endeavours, we have seen a drop in females employed in the upper and middle pay quarters. Our business will continue to look for innovative ways we can make all roles more suitable and attractive to females.

Percentage of men and women in each hourly pay quarter

	Men	Women
Lower hourly pay quarter	83.5%	16.5%
Lower middle hourly pay quarter	84.8%	15.2%
Upper middle hourly pay quarter	84.8%	15.2%
Upper hourly pay quarter	79.7%	20.3%

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

Mean gender pay gap using hourly pay	-7.0%
Median gender pay gap using hourly pay	-2.7%

Percentage of men and women who received bonus pay

Percentage of men who received bonus pay	1.3%
Percentage of women who received bonus pay	6.8%

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

Mean gender pay gap using bonus pay	-77.8%
Median gender pay gap using bonus pay	-60.0%

We are committed to providing a working environment which promotes diversity and opposes employee discrimination on all grounds. The focus on gender reporting highlighted here further promotes our journey to a more diverse workforce, and Markovitz being an even more attractive employment proposition to potential new staff.

Our Gender Pay Gap data has been published on the Government's gender pay gap service and all information reported is accurate.

David Hopkins
CEO
15th February 2024

M.MARKOVITZ LIMITED GENDER PAY GAP REPORT For 5th April 2022

Markovitz welcomes the introduction of Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This new report 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 people from both genders, and as such we are buoyed by the further increase during the period and our negative gender pay gap which we view as proof that we are seeing successes in our current approach to attract the best female talent. Furthermore, there has also been an increase in the proportion of female recruits through the top 3 pay quarters. Despite our best endeavours, we have seen a drop in females employed in the lower hourly pay quarter. Our business will continue to look for innovative ways we can make these roles more suitable and attractive to females.

Percentage of men and women in each hourly pay quarter

	Men	Women
Lower hourly pay quarter	88.5%	11.5%
Lower middle hourly pay quarter	83.5%	16.5%
Upper middle hourly pay quarter	81.0%	19.0%
Upper hourly pay quarter	75.0%	25.0%

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

Mean gender pay gap using hourly pay	-13.7%
Median gender pay gap using hourly pay	-9.0%

Percentage of men and women who received bonus pay

Percentage of men who received bonus pay	1.5%
Percentage of women who received bonus pay	6.9%

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

Mean gender pay gap using bonus pay	-85.1%
Median gender pay gap using bonus pay	-80.0%

We are committed to providing a working environment which promotes diversity and opposes employee discrimination on all grounds. The focus on gender reporting highlighted here further promotes our journey to a more diverse workforce, and Markovitz being an even more attractive employment proposition to potential new staff.

Our Gender Pay Gap data has been published on the Government's gender pay gap service and all information reported is accurate.

David Hopkins
CEO
10th March 2023