

M.MARKOVITZ LIMITED GENDER PAY GAP REPORT For 5th April 2025

Markovitz presents its Gender Pay Gap for 2025, reported under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

As a business operating in the building materials sector, an industry that remains predominantly male, we are committed to fostering an inclusive environment where gender equality is actively promoted. While we recognise that there is currently a significant imbalance in gender representation across our workforce, this only strengthens our determination to build a more diverse and inclusive organisation

We believe that diversity is essential to attracting and retaining the highest-quality talent, regardless of gender. In this context, we are encouraged by our negative gender pay gap, which shows that, on average, our female employees earn more per hour than their male counterparts. We see this as a positive indicator that our approach to recruitment and progression is helping us attract and retain high-calibre female talent, and we remain committed to continuing this progress.

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

Equal Pay Policies

We are committed to equal pay principles and ensure that all employees receive fair and equitable remuneration for their contribution, irrespective of gender.

Diversity and inclusion

We are committed to promoting diversity and inclusion across our workforce. We aim to provide equal opportunities for recruitment, development and progression for all employees.

Merit based pay

Our pay framework is based on skills, experience and performance. This ensures remuneration is determined objectively and consistently, supporting fair outcomes across the organisation.

Training and Development

We provide access to training and development opportunities for all employees. These initiatives are designed to support career progression and help address gender imbalance by enabling individuals to develop their skills and reach their potential.

We remain committed to improving gender representation across our workforce while maintaining fair pay practices. Over the coming year, we will continue to review recruitment processes, support employee development, and monitor workforce data to ensure equal opportunities for progression and sustained improvement.

Percentage of men and women in each hourly pay quarter

	Men	Women
Lower hourly pay quarter	86.7%	13.3%
Lower middle hourly pay quarter	94.4%	5.6%
Upper middle hourly pay quarter	78.9%	21.1%
Upper hourly pay quarter	80.9%	19.1%

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

Mean gender pay gap using hourly pay	-11.2%
Median gender pay gap using hourly pay	-16.9%

Percentage of men and women who received bonus pay

Percentage of men who received bonus pay	0.9%
Percentage of women who received bonus pay	6.5%

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

Mean gender pay gap using bonus pay	-31.3%
Median gender pay gap using bonus pay	-191.7%

Our negative gender pay gap reflects our commitment to gender equality and fair pay practices. While we operate within a male-dominated industry and acknowledge the current gender imbalance in our workforce, we remain focused on fostering an inclusive working environment that promotes diversity and prevents discrimination in all forms.

We will continue to address gender imbalances and promote equal opportunities, supporting our aim to make Markovitz an increasingly attractive employer for current and future employees.

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
31st January 2026