

Gender Pay Gap Report 2024



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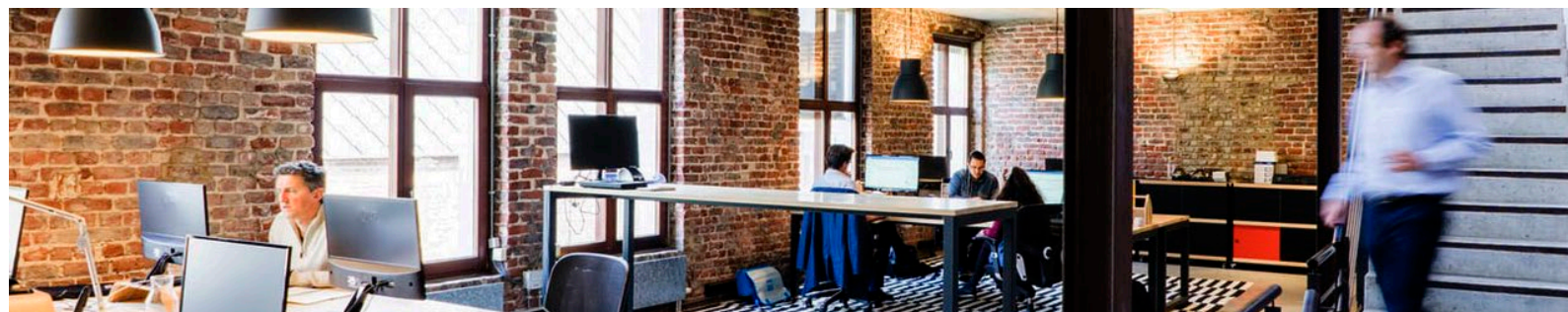
Overview

MAR FM’s success as a business depends on our people and we want our workforce to reflect the customers and communities that we are here to serve.

As ever, accurate data is a vital part of this journey. We need to understand, measure and track the things that matter, so that we can design and deliver the best approaches to narrow – and ultimately eliminate – pay gaps. Whilst we recognise that substantial change takes time, we are proud of the progress that we have and continue to make in our gender parity and wider inclusion efforts. We remain committed to continuing to improve the balance of our workforce.

Our 2023 gender pay, and bonus gaps show the most significant reduction since we started reporting in 2018. This progress is welcome and demonstrates that our policies and actions are moving us in the right direction. Nevertheless, we recognise that we still have more to do, and we remain committed to further progress.

We remain confident that, the action we are taking, will continue to bring about steady, relevant and sustained improvements in our objective to further close our gender pay gap.



What is the Gender Pay Gap?

The gender pay gap is the difference between the average pay of men and women in an organisation.

The mean pay gap is the difference between the average hourly rates of pay for men and women.

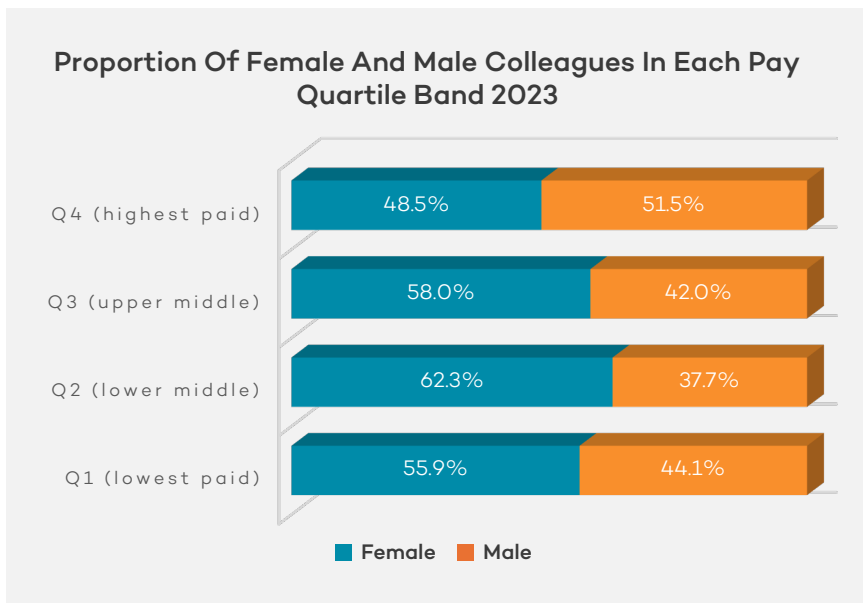
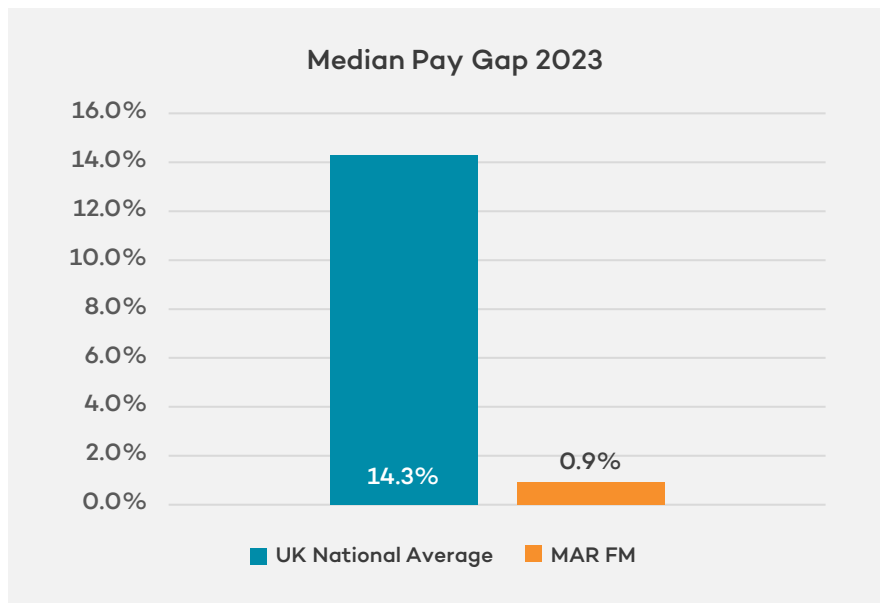
The median pay gap is the difference between the mid-points in the range of hourly rates of pay for men and women.

At A Glance

The table below shows our overall mean and median gender pay and bonus gaps, as a snapshot on 5 April 2023

MAR FM		April 2023	April 2022	April 2021	April 2020	April 2019	April 2018	April 2017
Gender Pay Gap	Mean	0.8%	3.3%	2.7%	2.8%	6.8%	7.3%	6.8%
	Median	0.9%	6.9%	4.1%	-1.9%	3.9%	4.8%	1.2%
Bonus Pay Gap	Mean	58.3%	-173.5%	1.2%	72.8%	66.0%	62.6%	63.5%
	Median	51.5%	55.0%	0.3%	0.0%	33.3%	65.1%	-38.9%
Percentage of Employees Receiving a Bonus	Male	2.4%	16.3%	9.6%	6.5%	11.6%	2.6%	7.8%
	Female	3.0%	7.0%	5.3%	4.4%	8.9%	2.9%	7.3%

We are proud to report that our pay gap is significantly lower than the UK national average.



Summary Points

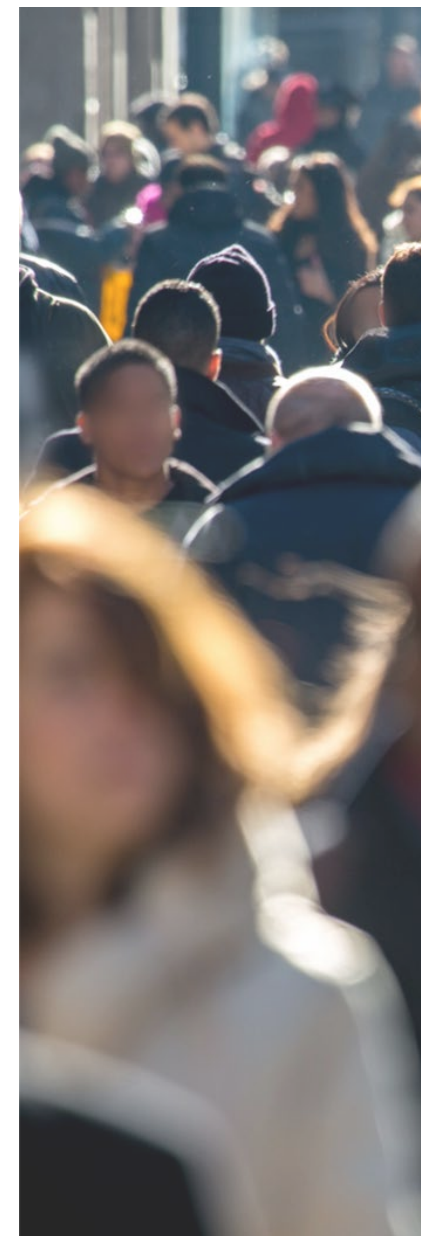
- Part of our gender pay gap is caused by a lower representation of women in leadership positions and fewer men in junior roles. While we have increased the proportion of women leaders and men in junior grades, a more balanced distribution is needed overall to narrow and eliminate the gap.
- The pay gap has reduced since 2022, due to the proportion of women in senior positions increasing from 40.6% to 48.5%, as of 5 April 2023.

Future Commitments

We will continue to operate ethically and follow a fair and inclusive recruitment process. We will also continue to monitor the gender pay gap and address opportunities for improvement, as they arise.

With strong growth plans in place for the company, we would expect to see an increase in female talent across the board over the coming years. The business has introduced comprehensive succession initiatives, to ensure that more female employees have access to opportunities to develop their careers within the organisation.

MAR FM is also proud to be a Recognised Service Provider with the Living Wage Foundation, and we commit to working closely with our clients to provide the highest possible rates of pay for our staff, regardless of their gender.





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