



Our 2017 Gender Pay Gap Report

MARC Limited is required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2017.

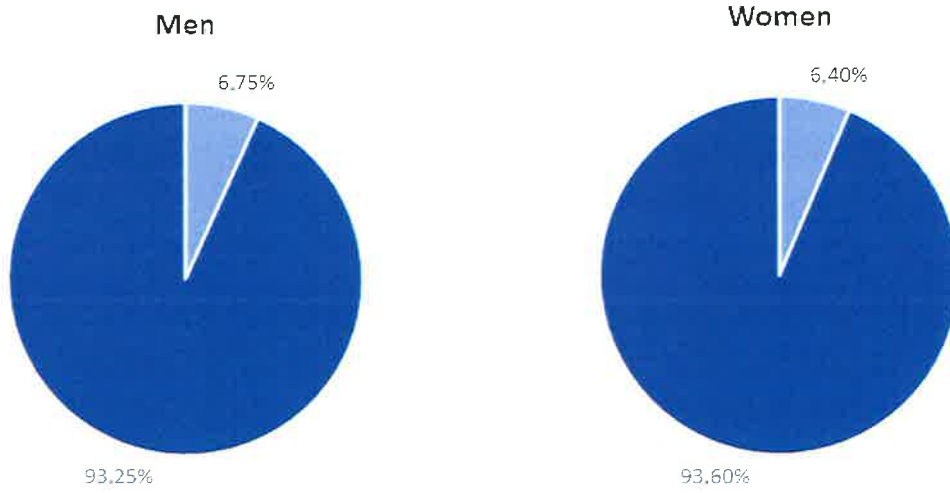
Pay and Bonus Gap

DIFFERENCE BETWEEN MEN AND WOMEN

	Mean	Median
Hourly Rate of Pay	20.02%	6.84%
Bonus Paid	66.36%	50.00%

The table above shows the overall mean and **median gender** pay gap based on hourly rates of pay as at the end of the financial year 2016. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2017, i.e. for the financial year 2016.

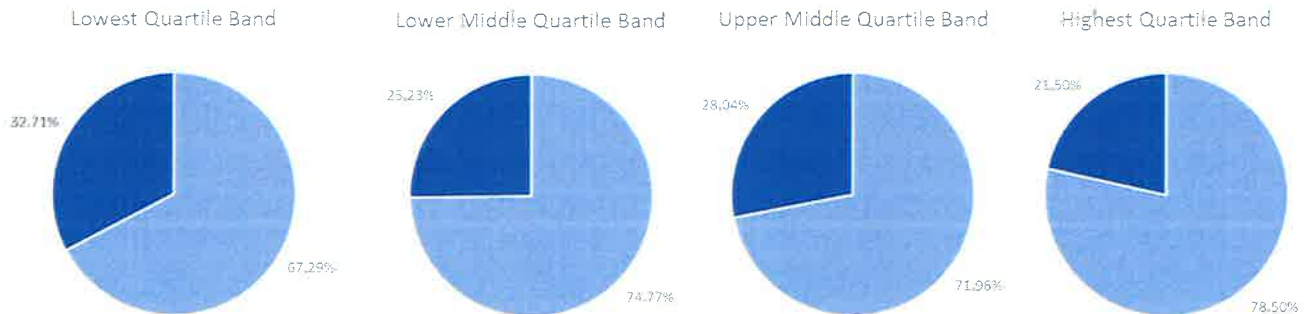
PROPORTION OF COLLEAGUES AWARDED A BONUS



The charts above show that 6.75% of men and 6.40% of women were awarded a bonus in the 2016 financial year for their performance, which shows 0.35% difference.

Pay Gap Per Quartiles

PAY QUARTILES



The above chart illustrates the gender distribution for four, equally sized quartile bands. The average percentage is shown below, along with the data table.



MEN

Average: 73 %



WOMEN

Average: 27 %

	Male	Female	Sum
Lowest	67.29%	32.71%	100.00%
Lower Middle	74.77%	25.23%	100.00%
Upper Middle	71.96%	28.04%	100.00%
Highest	78.50%	21.50%	100.00%

I confirm that the data reported in this document is accurate.

Clinton Jones