



## Machine Mart Ltd Gender Pay Gap Reporting – 2023

At Machine Mart we are committed to creating and developing an inclusive environment where all employees feel valued and able to reach their full potential regardless of background, race, ethnicity or gender. We believe having a diverse workforce allows us to continue to thrive as a business.

### The numbers and what they show (Female compared to Male)

	Gender Pay Gap	Bonus Pay Gap
Mean (average)	6.1% lower	69.8% lower
Median (mid-point)	4.5% lower	0.00%

### Employees receiving a bonus payment:

Proportion of male employees who received bonus pay:	73.7%
Proportion of female employees who received bonus pay:	69.0%

### Proportion of men and women in each quarter of our payroll:

	Men	Women
Lower quartile	87.8%	12.2%
Lower middle quartile	88.9%	11.1%
Upper middle quartile	91.1%	8.9%
Upper quartile	94.3%	5.7%

The representation of females in senior leadership roles remains the same and overall we continue to employ more males than females in all areas of the business. This factor is largely determined by the nature of our industry.

All colleagues qualify for a bonus after completing one year's service. Fewer females are employed in senior roles and it is these senior roles that attract the higher bonus.

### The way forward for us

We are continuing to work to improve the male : female ratio across the organisation, but acknowledge that to change this will take some time.

We continue to see an increase in applications from, and positions filled by women in our store-based roles which is a positive step forwards. However, candidate availability is still dominated by males and this holds true for both our full time and part time roles.

We are confident that we follow a well-developed and fair recruitment process which embraces diversity and inclusion. We are committed to providing the same training opportunities to all our colleagues.

I can confirm all the data has been reported accurately and has been produced in accordance with the regulations.

Vimal Bhimani  
Director