



Machine Mart Ltd Gender Pay Gap Reporting - 2018

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.

This is our second year of publishing our Gender Pay Gap report. As we reported last year our figures are driven by the structure of our workforce.

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

	Gender Pay Gap	Bonus Pay Gap
Mean (average)	3% lower	85.2% lower
Median (mid-point)	10.4% higher	97.6% lower

Employees receiving a bonus payment:

Proportion of male employees who received bonus pay:	94.5%
Proportion of female employees who received bonus pay:	86.7%

All colleagues qualify for a bonus after completing one years' service.

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

	Men	Women
Lower quartile	96.9%	3.1%
Lower middle quartile	86.5%	13.5%
Upper middle quartile	87.5%	12.5%
Upper quartile	88.5%	11.5%

Our figures show that we employ more males than females in all areas of the business, a factor which is largely determined by the nature of our business.

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 may take some time.

We are continuing to review our recruitment processes. One of our main challenges is that comparatively fewer women apply for our store-based roles. We will continue to ensure that our recruitment practices embrace diversity and inclusion. We are realistic in our view and know that it will take some time to make these.

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

Vimal Bhimani
Director