

Issued: 28<sup>th</sup> March 2019

## Gender Pay Gap Figures 2018/19

	2018/19			
Median Pay Gap	4.2%			
Mean Pay Gap	12.5%			
Median Bonus Gap	17%			
Mean Bonus Gap	53.2%			
% of Males and Females receiving a bonus	M – 73.5%		F – 81.7%	
Proportion of Males and Females in each pay quartile	Q1	Q2	Q3	Q4
M	18.9%	23.6%	31%	37%
F	81.1%	76.4%	69%	63%

I confirm that the information contained in this report is accurate.



David Guise, HR Director

- Ends -

For further information, please contact:

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## Notes to Editors:

### Making M&S Special

In November 2017 Marks & Spencer set out a [transformation programme](#) for the business concentrating on Restoring the Basics, Shaping the Future and Making M&S Special.

Under this transformation programme, Making M&S Special, M&S has to date announced:

- A slowdown in the Simply Food store opening programme
- An acceleration of the UK store estate closure programme
- The [sale and franchise](#) of its retail business in Hong Kong and Macau
- A new [Technology Transformation Programme](#)
- Improvements to its [Clothing & Home Logistics Network](#)
- The restructure of the [Customer, Marketing & Digital Team](#)
- New customer insight partnership with [Starcount](#)
- The appointment of a [new Food Managing Director](#)
- The merging of its [Retail & Property](#) functions
- A [New leadership team](#) responsible for overhauling Clothing & Home business
- [The announcement](#) of the start of a programme to create a family of businesses under the M&S brand
- [The appointment](#) of two new Non-Executive Directors to its Board
- A [strategic partnership](#) with Microsoft focused on transforming the retail experience
- A new [strategic partnership with Octopus](#) to supply energy and services under the M&S Energy brand
- The launch of [Founders Factory Retail](#), a JV focused on investing in start-ups
- [The creation](#) of a Retail Data Academy with Decoded to upskill over 1000 colleagues
- [A partnership with True](#) to gain access to the latest enterprise-ready technologies and innovations

### People & Structure Changes

Since Steve Rowe became CEO in April 2016, M&S has set about streamlining and changing its operational and leadership structure. The Clothing & Home and Food businesses have been established as two separate business units, each with full P&L accountabilities, and independently managed.

Additionally, the senior leadership team has been strengthened by reducing in number and fully empowering its Operating Committee, and a number of senior hires, including:

- David Guise, HR Director, appointed October 2016
- Mel Smith, Strategy Director, appointed May 2017
- Jill McDonald, Clothing & Home MD, appointed October 2017
- Victoria Self, Digital Director, appointed January 2018
- Sharry Cramond, Food Marketing Director, appointed January 2018
- Lawrence Christensen, Independent Advisor on Supply Chain, appointed March 2018
- Julian Richer, Independent Advisor on Culture Change, appointed March 2018
- Stuart Machin, Food MD, appointed April 2018

- Wes Taylor, Menswear Director, appointed May 2018
- Neil Adams, Food Transformation Director, appointed May 2018
- Jill Stanton, Womenswear & Kidswear Director, appointed July 2018
- Humphrey Singer, CFO, appointed July 2018
- Nick Hewitt, Director of Finance, Food, appointed August 2018
- Kirsty Ward, Director of M&S Bank and Services, appointed September 2018
- Jeremy Pee, Chief Digital & Data Officer, appointed September 2018