



Wednesday 29 March 2023

GENDER PAY GAP FIGURES APRIL 2022

In line with our regulatory reporting requirements, the table below sets out M&S's 2022 Gender Pay Gap results.

	2022			
Median Pay Gap	6.5%			
Mean Pay Gap	12.5%			
Median Bonus Gap	34.8%			
Mean Bonus Gap	17.5%			
% of Males and Females receiving a bonus	M: 7.8%		F: 3.2%	
Proportion of Males and Females in each pay quartile	Q1	Q2	Q3	Q4
M	17.5%	29.9%	33.3%	43.7%
F	82.5%	70.1%	66.7%	56.3%

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

Sarah Findlater

Group HR Director