

Monday, 4 April 2022

GENDER PAY GAP FIGURES 2021

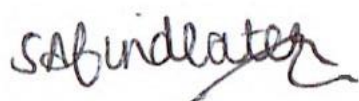
In line with our regulatory reporting requirements, the table below sets out M&S's 2021 Gender Pay Gap results.

	2021			
Median Pay Gap	4.8%			
Mean Pay Gap	12.5%			
Median Bonus Gap	31.1%			
Mean Bonus Gap	46.7%			
% of Males and Females receiving a bonus	M: 78.2%		F: 72.2%	
Proportion of Males and Females in each pay quartile	Q1	Q2	Q3	Q4
M	25.6%	27.6%	31.5%	40.3%
F	74.4%	72.4%	68.5%	59.7%

The above figures include shift premiums which were excluded from prior year results. For comparison, the 2020 Gender Pay Gap results (restated to include shift premiums) were:

	2020 Restated			
Median Pay Gap	4.7%			
Mean Pay Gap	12.5%			
Median Bonus Gap	3.5%			
Mean Bonus Gap	36.2%			
% of Males and Females receiving a bonus	M: 6.9%		F: 2.8%	
Proportion of Males and Females in each pay quartile	Q1	Q2	Q3	Q4
M	21.4%	24.6%	31.0%	39.3%
F	78.6%	75.4%	69.0%	60.7%

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



Sarah Findlater

Group HR Director