

# Gender Pay Statement

Financial Year 2024/2025

As the UK's leading structures specialist, Kilnbridge is committed to building a diverse, inclusive and high-performing business.

We want to attract, develop and retain the very best people, regardless of gender or background. We believe that diverse perspectives, experiences and voices make us stronger – driving better decisions, better outcomes and a more resilient organisation. Creating an environment where everyone feels valued, respected and able to thrive is fundamental to who we are and how we work.

## Pay and bonus gap

The mean gender pay gap between male and female employees is 24.4%, a 6% increase from the previous reported period. The median gap remains stable at 11.1%. The mean measures the difference between the average male and female salary while the median is calculated using the midpoint salary for each gender.

The mean bonus pay gap is 29.9%. The median bonus gap remains at 0.0%, an indication that bonus outcomes at the midpoint of the organisation are broadly equal.

	Mean	Median
Hourly pay	24.4%	11.1%
Bonus	29.9%	0.0%

## Employees receiving a bonus

As an Employee Ownership Trust business, all eligible employees across Kilnbridge received a bonus, regardless of gender.

A smaller proportion of employees also received a performance-related bonus, and the overall distribution reflects the composition of our workforce.



61.6%



71.9%

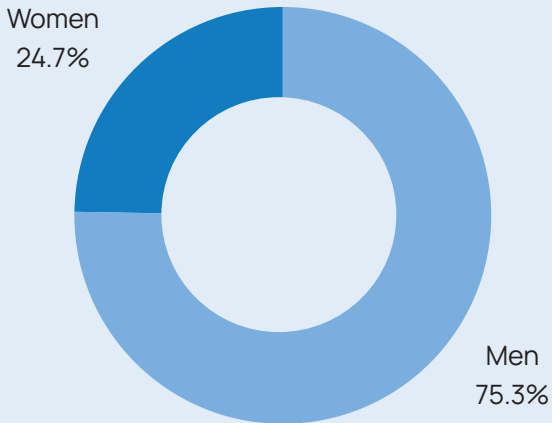
## Pay quartiles

The charts below show the distribution of gender across four equal quartiles of seniority by pay from the lowest 25% of earners to the highest 25% of earners.

Kilnbridge continues to make progress in supporting women in the workplace – particularly within operational and senior roles.

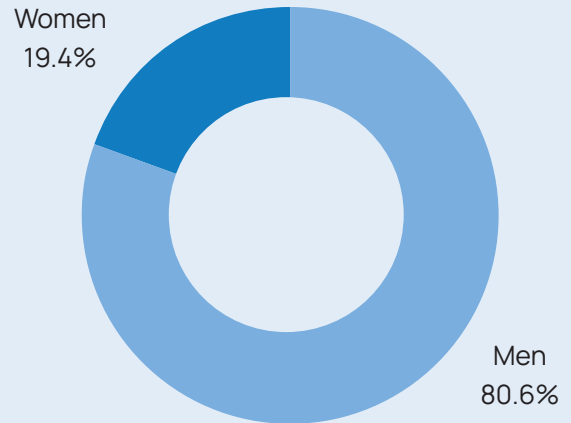
### Lower Quartile

● Men ● Women



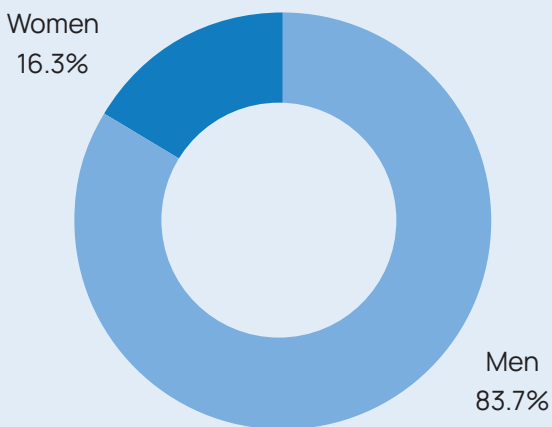
### Lower Middle Quartile

● Men ● Women



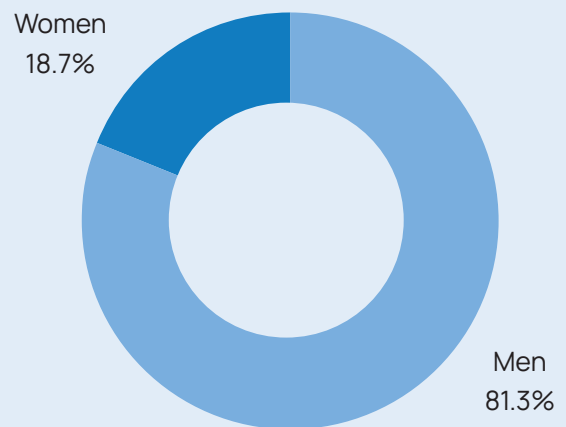
### Upper Middle Quartile

● Men ● Women



### Top Quartile

● Men ● Women



## What we're doing

The Executive Board remains committed on building an even more inclusive workplace and strengthening the pipeline of female talent from early careers through to senior leadership. This includes developing apprenticeship and graduate programmes, supporting progression through targeted development and leadership pathways, promoting flexible and family-friendly working practices and ensuring recruitment and promotion processes are fair and inclusive.

By taking a long-term, evidence-led approach, we are focused on making meaningful and lasting progress - strengthening representation, supporting progression and ensuring that opportunity and reward at Kilnbridge are driven by our talent.

[Owen Dannatt](#)

Chief Executive Officer

2 April 2026