

## GENDER PAY STATEMENT – 2022/2023

### Pay and Bonus Gap – Kilnbridge

	Mean	Median
<b>Hourly Pay</b>	34.6%	22.6%
<b>Bonus</b>	96.7%	00.0%

The above table shows the Group's mean and median hourly gender pay and bonus gap as a snapshot date of 5<sup>th</sup> April 2022 (pay) and in the 12-month reference period to 5<sup>th</sup> April 2022 (bonus).

### Employees receiving a Bonus

	%
<b>Men</b>	1.8%
<b>Women</b>	1.9%

The above shows the percentage of men and women who received a bonus during the reporting period.

### Pay Quartiles

	Lower quartile	Lower middle quartile	Upper middle quartile	Top quartile
<b>Men</b>	68.5%	84.5%	89.4%	91.8%
<b>Women</b>	31.5%	15.5%	10.6%	8.2%

The table above presents information on the gender pay gap at Kilnbridge, where the workforce has been divided into four equal parts based on pay bands. It highlights that there is a significant difference between the average pay of male and female employees, with men earning 34.6% more on average (measured by mean) and 22.6% more (measured by median). This disparity is higher than the national average of 15%.

One of the reasons for this gender pay gap is that only 16% of Kilnbridge's employees are women, and many of them are in non-management positions that typically pay less. Additionally, most project-specific roles that receive bonuses are held by men.

To address this issue, the executive board is committed to reducing the gender pay gap in future reporting years. They are currently developing a strategy to provide more opportunities for female employees, which will be communicated to the staff in the near future.

I can confirm that this data is accurate.

Tim Larkin  
**Finance Director**