

## GENDER PAY STATEMENT – 2023/2024

### Pay and Bonus Gap – Kilnbridge

|                   | Mean  | Median |
|-------------------|-------|--------|
| <b>Hourly Pay</b> | 31.6% | 15.8%  |
| <b>Bonus</b>      | 67.4% | 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 2023 (pay) and in the 12-month reference period to 5<sup>th</sup> April 2023 (bonus).

It highlights that there is a significant difference between the average pay of male and female employees, with men earning 31.6% more on average (measured by mean) and 15.8% 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 17% 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.

The mean hourly pay gap has reduced by three percentage points and the median by seven percentage points.

The mean bonus gap has reduced by thirty percentage points to 67.4% and the median remains at 0%.

### Employees receiving a Bonus

|              | %     |
|--------------|-------|
| <b>Men</b>   | 74.2% |
| <b>Women</b> | 65.6% |

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

There has been a huge increase in both the proportion of men and women receiving a bonus. In the 2022/23 report these figures were 1.8% and 1.9%, respectively. This is especially positive for women in Kilnbridge, with two thirds now receiving a bonus.

### Pay Quartiles

|              | Lower quartile | Lower middle quartile | Upper middle quartile | Top quartile |
|--------------|----------------|-----------------------|-----------------------|--------------|
| <b>Men</b>   | 72.8%          | 79.7%                 | 86.8%                 | 91.1%        |
| <b>Women</b> | 27.2%          | 20.3%                 | 13.2%                 | 8.9%         |

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. There has been an increase in the proportion of women in both the lower and middle pay quartiles compared to the previous year.

## Future Commitments

The executive board is committed to reducing the gender pay gap in future reporting years and building on our recent success. While we celebrate improvements, we recognised more is required.

To achieve this aim Kilnbridge is:

1. Actively recruiting more females into all levels of the business especially targeting senior leadership positions. Several significant hiring decisions will be reflected in next year's statistics,
2. Introducing new, permanent roles to the business to drive people and business improvement agendas.
3. Devising and implementing more family friendly policies and benefits, which we expect to launch from 2024.

The executive board is also in the final stages of a production on a revised business strategy as Kilnbridge approaches its 35<sup>th</sup> year of trading, with an emphasis on corporate culture shaping. While we are proud of our organic legacy of growth, inclusion and innovation, we understand the need for more intentionality in shaping our industry's future. Our aim is to be a leading Tier 2 subcontractor, trusted by its clients for our approach to social responsibility as well as our technical expertise and experience.

This strategic work will shape the next several years of our everyday operations, and we look forward to tracking the impact of our positive change programmes across various metrics, including gender pay gap information.

I can confirm that this data is accurate.

Tim Larkin  
**Finance Director**