

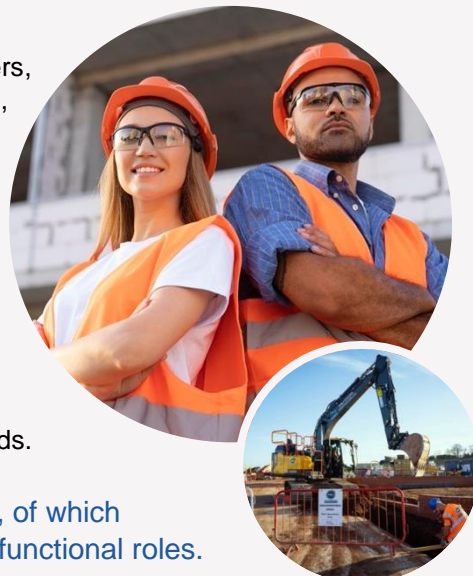


## Gender Pay Gap Report

M&J Evans Construction Ltd are a construction business that operates and delivers a service to major housebuilders and developers, specialising in civil engineering, groundworks, and foundations across different regional geographies. In 2023, we meet the requirements set by the regulations to publish gender reporting information annually.

The workforce is a mix of regional Quantity Surveyors, Estimators, Engineers, Buyers, Plant Mechanics, and supporting functions such as customer care, finance, HR, and IT. There is also a small number of the workforce that work on site in one geographical location. The Company has collated the information presented, based on the legislative guidance. We have reported on the six key metrics as follows:

- The difference in the mean pay of full-pay men and women.
- Differences in the median pay of full-pay men and women.
- Contrasts in mean bonus pay of men and women.
- The contrast in median bonus pay of men and women.
- The proportion of men and women who received bonus pay.
- The number of full-pay men and women in each of four quartile pay bands.



The total number of employees reported within the last 12 months is 276, of which 215 were men and 61 were women. Women are well represented within functional roles.

Mean & Median Hourly Rates	
Mean Males Hourly Rate	£17.03
Median Hourly Rate	£10.42
Mean Female Hourly Rate	£13.44
Median Female Hourly Rate	£10.42

Bonus Averages	
Mean Males	£14,879.09
Median Males	£5,000.00
Mean Females	£2,715.83
Median Females	£1,249.00
Mean Difference	81.75%
Median Difference	75.02%

Quartiles	Men %	No. of Men	Women %	No. of Women
Upper (75 - 100%)	84.06%	58	15.94%	11
Upper middle (50 - 75%)	73.91%	51	26.09%	18
Lower middle (25 - 50%)	75.36%	52	24.64%	17
Lower (0 - 25%)	78.26%	54	21.74%	15

## Our Commitment

We are committed to investing in ongoing initiatives to help ensure a balanced involvement in the workforce:

- we welcome applicants from diverse backgrounds and are actively seeking to address the gender balance with impactful initiatives such as supporting women throughout many roles within the business
- we have an inclusive recruitment process, which focuses on addressing the gender balance across all job categories and levels within the organisation.
- we continue to review, benchmark, and manage our pay and bonus to provide greater equality for people undertaking the same or similar roles at the same level.
- Our Senior Leadership team works in partnership with our Equality, Diversity, and Inclusion (EDI) Policy, supporting our commitment to have an inclusive culture.
- we continue to encourage and champion flexible and agile working (where role appropriate) supporting the need to balance careers and individual circumstances.