



Gender Pay Report 2023

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Overview

This document has been prepared and published in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



MV Kelly Limited is a Civil Engineering and Groundworks company trading only within the UK. It forms part of the Bridgetown Holdings Group, which includes two other subsidiaries.

The group remain privately owned and are proud to maintain the same values and ethos as when the company was first established. With this wealth of experience and expertise we continually source the best operatives and professional staff in all areas.

Introduction

For the tax year ending 5th of April 2023, MV Kelly meet the requirements set by the regulations to publish gender reporting information annually.

The Company has collated this information based on the legislative guidance. Currently this is:

- ⇒ The median and mean difference in the pay of full-pay men and women expressed as a percentage.
- ⇒ The median and mean difference in the bonus pay of men and women, expressed as a percentage.
- ⇒ The proportion of men and women who received bonus pay.
- ⇒ The proportion of full-pay men and women in each of four quartile pay bands.

Any indicated gender pay gap reflects differences in types of jobs and work carried out between men and women. The gender pay gap should not be confused with equal pay. The equal pay act ensures men and women receive the same pay for doing the same job.



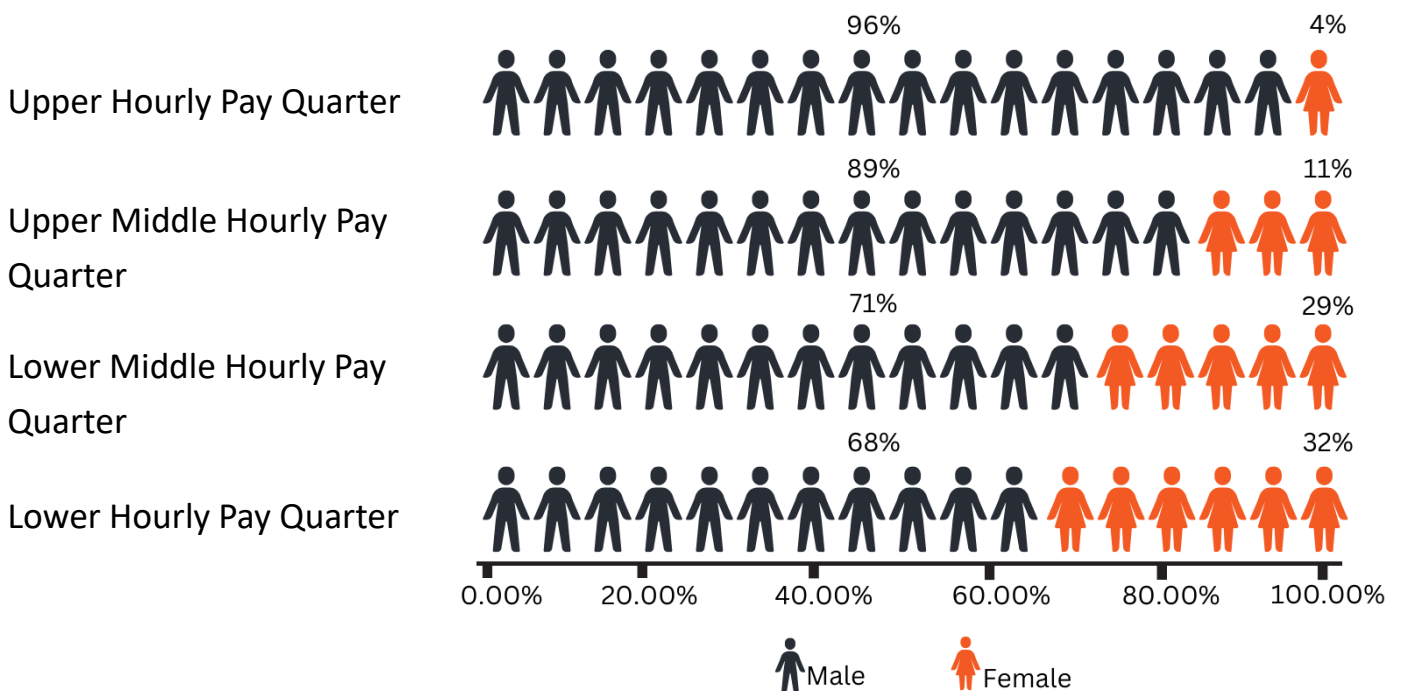
Gender Pay Gap Reporting Figures

	Mean Gender Pay Gap	Median Gender Pay Gap
Women's Hourly Pay	44.8% Lower	37.8% Lower
Women's Bonus Pay	49.6% Lower	70.0% Lower

Proportion of males receiving bonus'



Proportion of females receiving bonus'



Addressing Our Gender Pay Gap

MV Kelly operates in an industry that statistically has one of the highest gender pay gaps in favour of men. Throughout the year the company has maintained a stable employee headcount; however, our business requirements have led to recruitment primarily targeting experienced workers. Due to the composition of the labour market within the industry, MV Kelly has continued to recruit a greater number of men into these senior positions.

The Company recognises that we need to do more to create opportunities to attract and support the development of women. MV Kelly has a strong tradition of identifying talent internally and promoting based on merit.

To leverage our strengths, we are focused on a long term grass roots approach. By prioritising honesty and integrity and ensuring the wellbeing of all our employees we aim to appeal to a diverse range of young people entering the workforce, developing them to become the next generation of senior managers and directors.

Continuing education and development will be provided to all employees regarding Equality, Diversity & Inclusion ensuring that everyone feels safe and their contribution valued irrespective of ethnicity, gender, religion, sexuality or disability. Further to this, the Company is also looking into other initiatives to educate and empower all women within the business.



Approved by:



The report is effective for year ending April 2023; it will be reviewed and approved annually by the Board of Directors.

Position: Finance Director

Name: Kelly Linnett

Date approved: 04/04/2024