

**Kingstown Works Limited**  
**Gender pay reporting - for year to 31 March 2023**

|  |        |          |
|--|--------|----------|
| <b>Hourly rates</b> - Women's hourly rates compared to men's | 21.5%  | 25.9%    |
|  | Lower  | Lower    |
|  | (mean) | (median) |

| <b>Pay Quartiles</b> - How many men and women are in each quarter of our payroll |       |       |
|--|-------|-------|
| Top quartile   | 93.1% | 6.9%  |
|  | Men   | Women |
| Upper middle quartile  | 88.2% | 11.8% |
|  | Men   | Women |
| Lower middle quartile  | 84.3% | 15.7% |
|  | Men   | Women |
| Lower quartile   | 60.4% | 39.6% |
|  | Men   | Women |

|  |        |          |
|--|--------|----------|
| <b>Bonus pay</b> - Women's bonus pay compared to men's | 73.7%  | 54.6%    |
|  | Lower  | Lower    |
|  | (mean) | (median) |

|  |       |       |
|--|-------|-------|
| <b>Bonus pay</b> - proportions of gender that received bonus pay | 72.9% | 80.0% |
|  | Men   | Women |

KWL operates in the construction sector and the business has an inherent challenge in trying to attract female employees.

The majority of our employees are qualified NVQ trades people - joiners, electricians, plumbers, etc. These roles are not of the type that women have historically been drawn towards when making career choices.

Whilst we are proud to have some female operational staff, the majority of our female employees undertake back-office support roles. Overall, our female staff numbers have been increasing as a proportion of our total workforce moving from 16.0% in 2020/21, to 17.5% in 2021/22 and this is now up to 18.4%.

The tradesperson roles within the business earn an activity related bonus so that a larger proportion of their income is bonus related than is the case for office-based staff. This explains why the figures show that women earn a lower bonus than men, due to the larger number of females being office based.

As a company, we promote equal opportunities in all of our recruitment activity. We also work with local schools and provide work placements for under 16s, complemented by an annual apprenticeship recruitment campaign.

The challenge to recruit women into our industry remains high, but progress is being made and higher levels of female applicants is being seen. KWL is part of the Women into Manufacturing and Engineering initiative which has led to additional female apprentice recruitment. It is this type of regional initiative that will help encourage women to enter the construction industry in the long term.

We are keen to develop and promote our people, but we recognise that those promoted to management posts originate from what is a predominately male workforce. Therefore, in those incidences where an internal appointment would not improve female representation, the business will also market the opportunity externally.