



MJL CONTRACTORS LIMITED – GENDER PAY REPORTING

Gender Pay Reporting

From April 2017, all UK companies with over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earning of men and women over a set period of time to 5 April 2024, regardless of their role or seniority level within the business. For the MJL Group of companies, MJL Contractors Limited employs more than 250 employees and therefore is presenting its report under this requirement.

The gender pay gap is not about equal pay. Equal pay is ensuring that men and women doing the same job are paid the same. As a business we recognise the importance of equal pay for equal work and we regularly carry out in-depth analysis of our pay and policies as a result.

Within our report we are required to disclose;

- The average pay gap as a mean average.
- The average gender pay gap as a median average.
- The average bonus gender pay gap as a mean average.
- The average bonus gender pay gap as a median average.
- The proportion of males and females receiving a bonus payment.
- The proportion of males and females when divided into four groups ordered from lowest to highest pay.

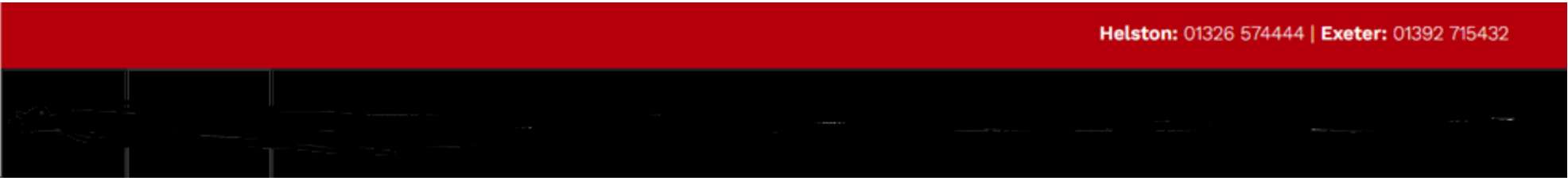
The details as to how this calculation are performed can be found at <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

The relevant number of staff at the snapshot date was **318**

Declaration

I confirm that the information and data provided in this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

M Lugg
Director



Results

Gender pay gap

	Mean 2024	Median 2024	Mean 2023	Median 2023
Pay gap	33.19%	36.52%	35.4%	41.3%
Bonus gap	24.99%	-50.00%	97.6%	81.3%

Proportion of males and females receiving a bonus

	Male 2024	Female 2024	Male 2023	Female 2023
Percentage receiving a bonus	57.14%	54.70%	17.7%	54.5%

What this means

The pay gap calculations show that on average men are paid 33.19% more than women as a mean average and 36.52% more on a median average.

This difference is due to the fact that the vast majority of females work in administrative or support positions which are represented in the lower and lower middle earning quartiles.

What this means

Bonus levels were increased in the current year building on the re-establishment of bonus payments in the prior year.

Proportion of male and female employees in each pay quartile

	Male – 2024	Female – 2024	Male – 2023	Female – 2023
Lower Quartile	78.75%	21.25%	82.0%	18.0%
Lower Middle Quartile	98.73%	1.27%	100%	0.0%
Upper Middle Quartile	97.5%	2.5%	98.8%	1.2%
Upper Quartile	98.73%	1.27%	99.2%	0.8%

What this means

The majority of female employees at MJL Contractors Limited are employed in administrative or support position which are represented in the lower and lower middle quartiles.

Taking action

MJL Contractors is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. We are confident that our pay and bonus gaps are based on the distribution of men and women across the different levels of our business and not because of our pay policies.

Whilst our senior management positions are more gender balanced, the industry in which we work is male predominant due to the level of female applications we receive in site operational roles. This bears a considerable impact on statistics.

Our policies are under constant review where improvements are made and we will continue to raise awareness to all employees to ensure that the gender pay reporting is communicated and understood by all.

Administrative roles have the advantage of flexibility in working hours to make them more family friendly. The Company is committed to further close the gender pay gap and will work to encourage a larger % of female applicants to close the gap within the roles that are more male dominated.