Gender Pay Gap Statement for M&Y Maintenance and Construction 2025

As part of our commitment to Equality, Diversity and Inclusion we recognise the importance of collecting data and effectively analysing our gender pay gap to identify areas of concern and guide effective action.

Since April 2017, all organisations in the UK with more than 250 employees have been required to publish details of their gender pay gap; in particular, the difference in average female earnings compared to average male earnings.

For M&Y Maintenance and Construction, based on data from 5 April 2026, these figures are:

- Mean gender pay gap = 16.6%
- Median gender pay gap = 12.5%
- Mean bonus gender pay gap = 0%
- Median bonus gender pay gap = 0%
- Percentage who received a bonus = 0%

The proportion of male and females in each pay quartile:

- Lower quartile = 74.2% male and 25.8% female
- Lower middle quartile = 78.8% male and 21.2% female
- Upper middle quartile = 97.0% male and 3.0% female
- Upper quartile = 87.7% male and 12.3% female

For comparison, the workforce is 80.3% male, 19.7% female overall.

Narrative

The median gender pay gap across M&Y Maintenance and Construction on 5 April 2026 was 12.5%, which represents a notable and pleasing decrease on last year's 18.4% gap.

The data shows that females are over-represented in roles in the lowest pay quartile and underrepresented in the upper quartiles (particularly the upper middle quartile). The key reason for this is the dominance of men in the skilled trades roles, along with the associated career routes for these trade-based occupations. There is evidently more work for M&Y (as well as society more generally) to identify, encourage and equip women to take up skilled trade roles and identify, encourage and support women who have the potential to grow into more senior roles within the sector. We did, however, note a 3.2% increase in the overall number of women within the organisation's workforce meaning that females make up more of M&Y's workforce than has ever been the case before.

As part of The Regenda Group, M&Y is committed to supporting and promoting the principles of Equality, Diversity and Inclusion (ED&I). This commitment is embraced by our Executive Team and Group Board. It informs all our activities and their impact on our customers, colleagues and other stakeholders.

Our EDI Strategy sets out a purposeful and coordinated approach to improving equality, diversity and inclusion for our customers and workforce. Our EDI Ambassadors Group is driving our EDI Strategy forward across the organisation, with nominated champions at senior executive and Board level.

A key element of this is to improve our ability to collect and effectively analyse key EDI metrics, to identify issues and inform effective action. Reporting on the gender pay gap is a fundamental part of this approach and we have developed an improved suite of equality and diversity metrics, including recruitment and promotion related indicators, enabling better identification of any barriers to recruiting a more diverse workforce.

We have also invested in an organisation-wide EDI training programme which has raised awareness of equality issues, worked to challenge unconscious bias and created an environment where staff and customers are able to thrive, equally, regardless of their background or status.

Our development and mentoring programme for aspiring leaders (LEAD) continues to help women (and men) develop the skills, confidence and aspiration to move into more senior roles, and provides access to mentoring from senior female role models.

To ensure our pay and reward offer is objective, fair and transparent we also commit to undertake regular, organisation-wide salary benchmarking exercises.

We also create apprenticeship opportunities and through our work with schools, partners and our subsidiary training company, The Learning Foundry, to help promote aspiration, work placements and entry level roles to a diverse potential future workforce.

M&Y is committed to taking effective action that helps reduce our gender pay gap and will keep our workforce, Board and stakeholders regularly updated with progress towards achieving this.

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Managing Director