

# GENDER PAY GAP IN OUR ORGANISATION

## SNAPSHOT PERIOD FOR REPORTING APRIL 2017

All organisations that employ over 250 employees are required to report annually on their gender pay gap and as Kimal fall into this category, we are required to carry out this analysis and to report our findings by April 2018. Regardless of seniority, the pay gap analysis identifies the differences in the average earnings of men and women over a snapshot period, being April 2017, when in our case the UK employees were split between 164 women 129 men. The results of this analysis provide us with the mean and median averages of hourly and bonus rates throughout the organisation.

The mean average results are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. The median averages are also useful as they indicate what the 'typical' situation is in the middle of an organisation which helps bring in a balanced overview of the overall gender pay gap

A summary of our results are set out below which fall in line with the Government's mandatory reporting.

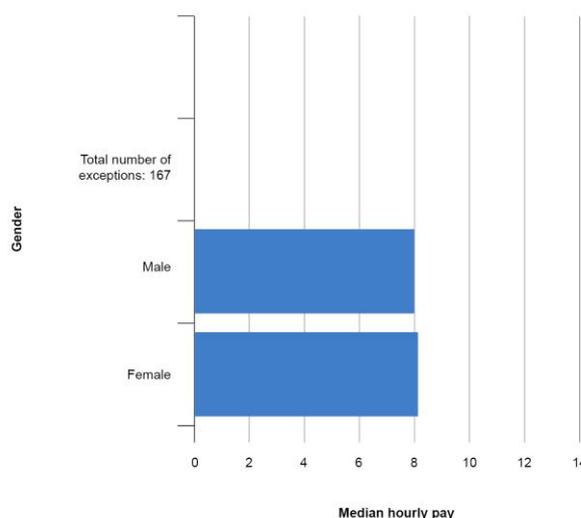
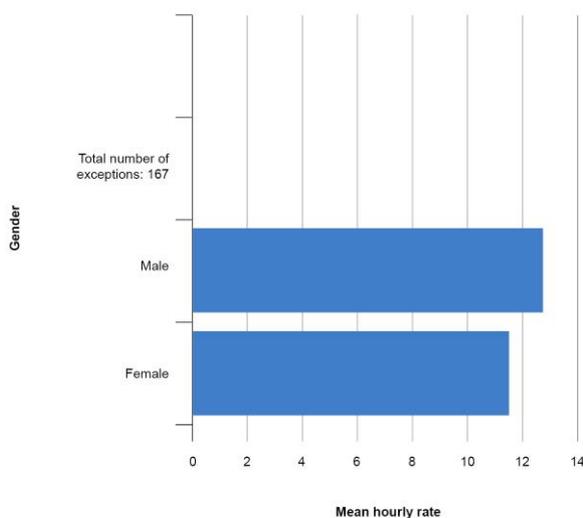
### Hourly rate

As stated, regardless of seniority, our results show that on average women receive a 10.95% lower hourly rate than men, but at the mid-point; the median shows a very slight higher hourly rate in favour of women of 2.39%.

### Women's hourly rate is:

**10.95%**  
**LOWER**  
(mean)

**-2.39%**  
**HIGHER**  
(median)



## Bonus pay gap

Mean and median gender bonus pay gaps of 53.14% and 21.31% are indicative of the distribution of the most senior roles within Kimal PLC, where 6 out of 7 board member positions that attract higher rate salaries and bonuses are held by men. Other bonus payments made within this snapshot period relate to the business performance and incentive schemes in place which are typical within the market for sales and marketing professionals. The overall result shows a slightly higher proportion of women by 1.23% received a bonus.

## Women's bonus pay is:

**53.14%**

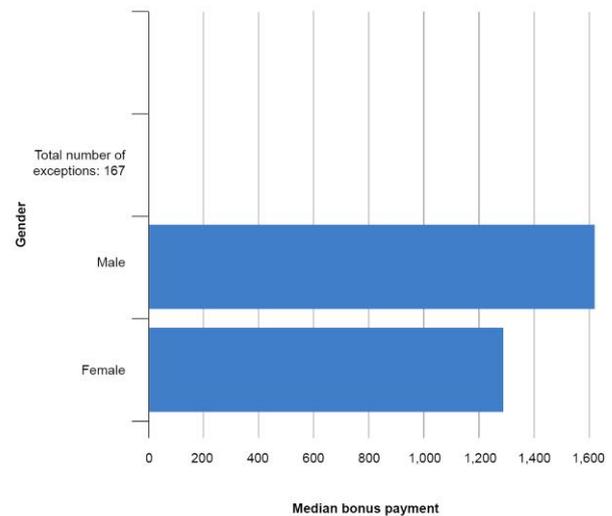
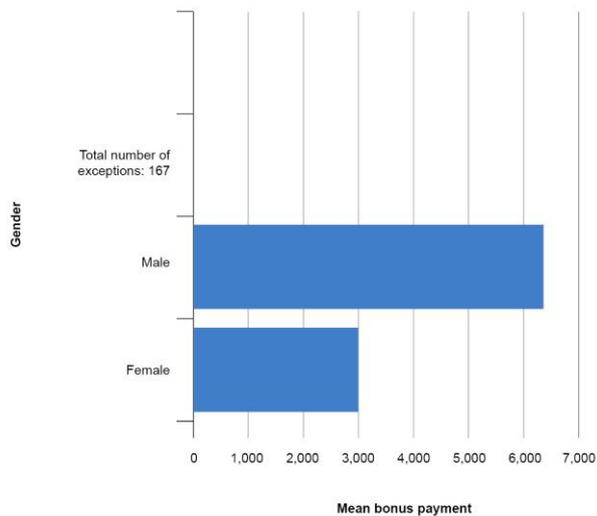
**LOWER**

(mean)

**23.31%**

**LOWER**

(median)



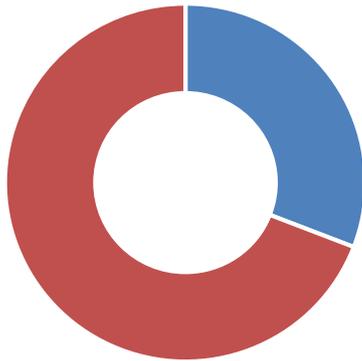
Who received bonus pay:

**30.86%**

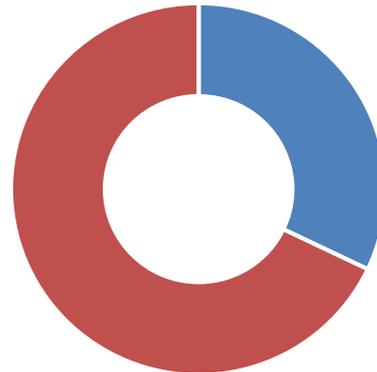
**MEN**

**32.09%**

**WOMEN**



■ Bonus ■ No Bonus



■ Bonus ■ No Bonus

There is a slight difference in the lower quartile of 3.7% higher proportion of men.

The Office of National Statistics Gender Pay Gap reporting is at an average hourly rate of 19.2% and whilst Kimal has a much lower gender pay gap, we continue to be committed to equal pay and treatment for all of our employees, through appointment on merit, salary and market benchmarking and internal performance management.

**Mark Pettitt**  
Managing Director