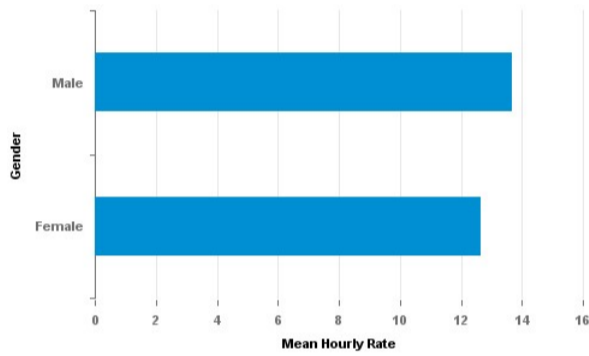


## Gender Pay Reporting Year 2019/2020

### Women's hourly rate is

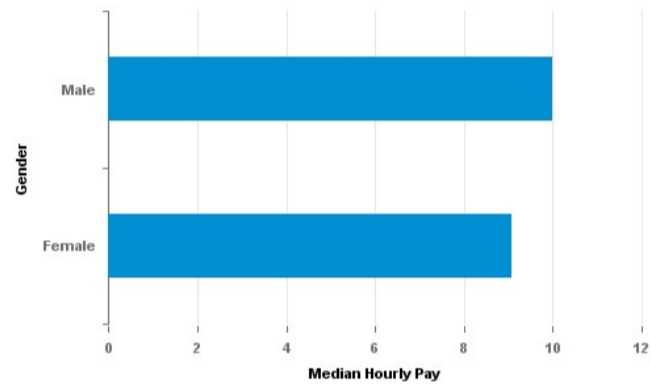
**16.61%**

**LOWER**  
(mean)



**9.72%**

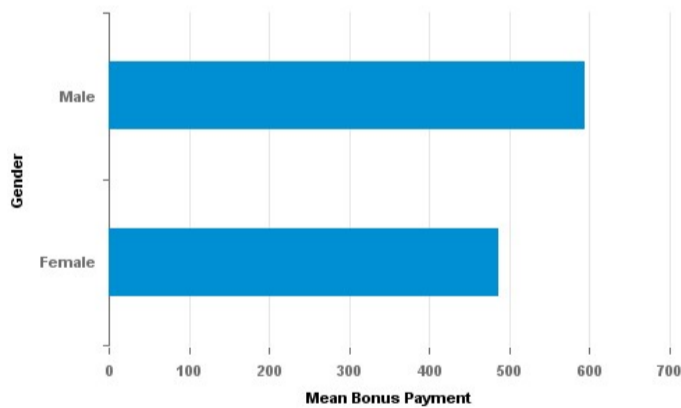
**LOWER**  
(median)



### Women's bonus pay is

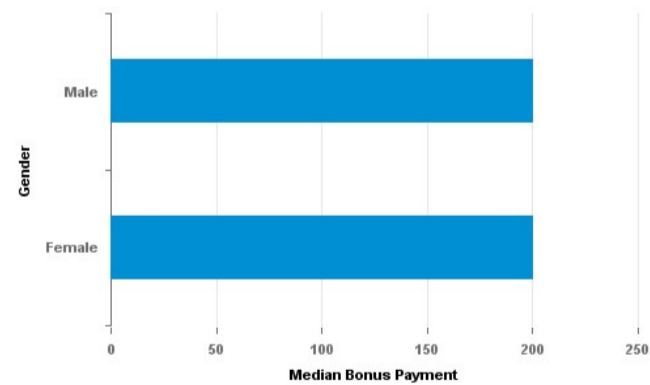
**-69.74%**

**LOWER**  
(mean)



**-124.68%**

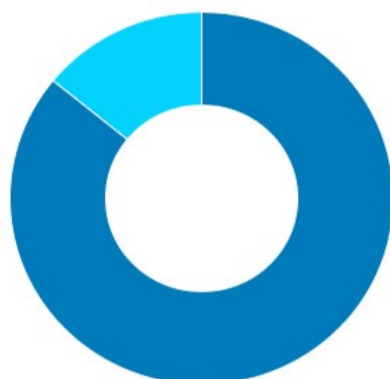
**LOWER**  
(median)



## Who received bonus pay

**7.22%**

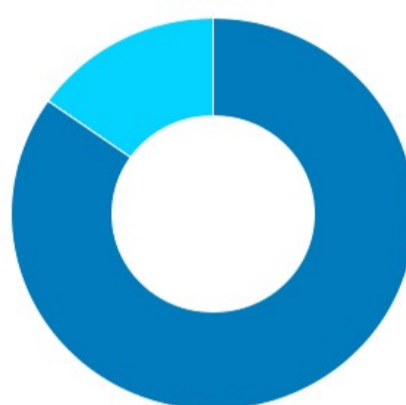
OF MEN



■ Bonus Received  
■ No Bonus

**7.43%**

OF WOMEN



■ Bonus Received  
■ No Bonus

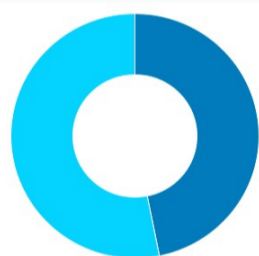
## Pay quartiles

How many men and women are in each quarter of the employer's payroll.

Top quartile

**52.46%**

MEN



Gender  
■ Female  
■ Male

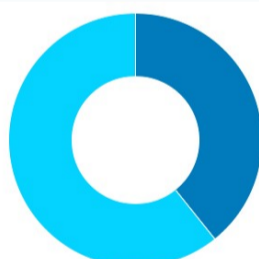
**47.54%**

WOMEN

Upper middle quartile

**53.12%**

MEN



Gender  
■ Female  
■ Male

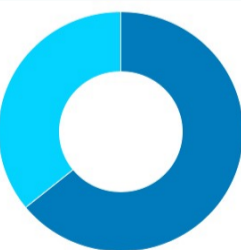
**46.88%**

WOMEN

Lower middle quartile

**35.04%**

MEN



Gender  
■ Female  
■ Male

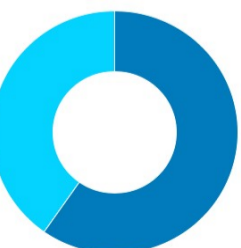
**64.96%**

WOMEN

Lower quartile

**36.45%**

MEN



Gender  
■ Female  
■ Male

**63.55%**

WOMEN

At Kimal we are dedicated to ensuring equal opportunities for all Genders, but this year's snapshot covers the start of the lockdown due to the pandemic where in this snapshot there are over 100 of our employees on furlough which has impacted on our result. We are confident that the gap is closing and the bonus figures are more favourable to our female employees. We continue to appoint and promote based on individual ability and merit and I am pleased to advise we have appointed our third female director to the PLC Board.

Mark Pettitt

Chief Executive Officer