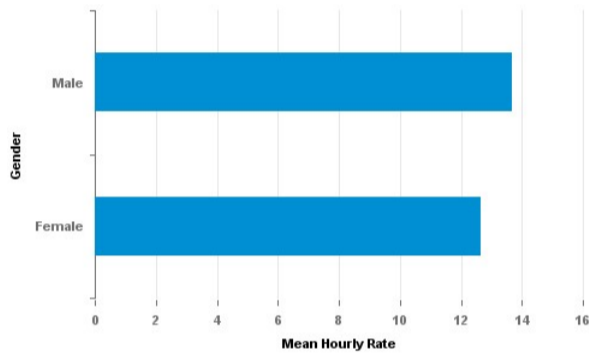


## Gender Pay Reporting Year 2020/2021

### Women's hourly rate is

**7.56%**

**LOWER**  
(mean)



**9.24%**

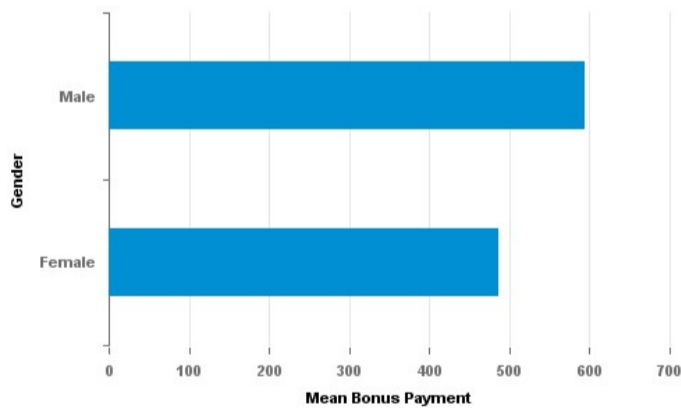
**LOWER**  
(median)



### Women's bonus pay is

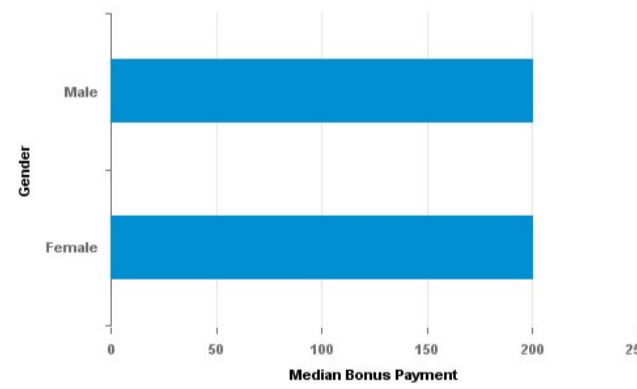
**18.24%**

**LOWER**  
(mean)



**0%**

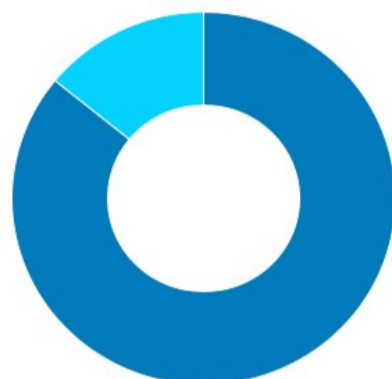
**LOWER**  
(median)



## Who received bonus pay

**85.88%**

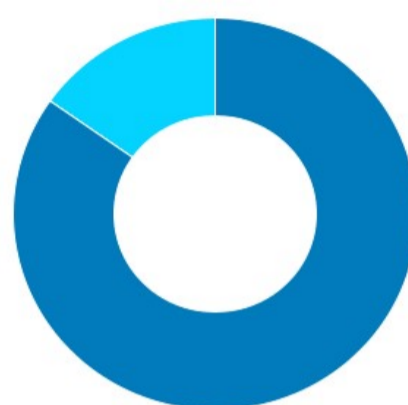
OF MEN



■ Bonus Received  
■ No Bonus

**84.77%**

OF WOMEN



■ Bonus Received  
■ No Bonus

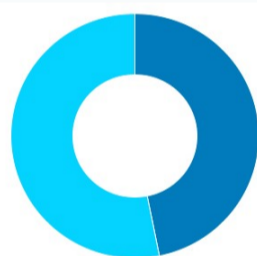
## Pay quartiles

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

Top quartile

**53.16%**

MEN



Gender  
■ Female  
■ Male

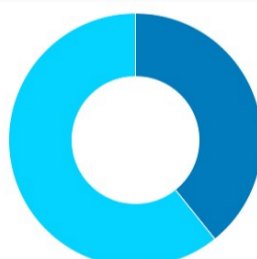
**46.84%**

WOMEN

Upper middle quartile

**60.76%**

MEN



Gender  
■ Female  
■ Male

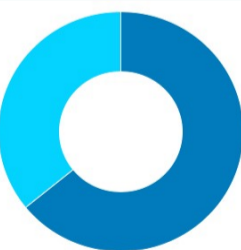
**39.24%**

WOMEN

Lower middle quartile

**35.88%**

MEN



Gender  
■ Female  
■ Male

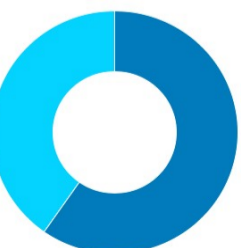
**64.12%**

WOMEN

Lower quartile

**40.3%**

MEN



Gender  
■ Female  
■ Male

**59.7%**

WOMEN

At Kimal, we are dedicated to ensuring equal opportunities for all genders, and this year we see the hourly rate gap has closed significantly. We continue to recruit and promote internally based on individual merit. The PLC Board of Directors is now made up with an equal split of both males and females, with our third female Director having been appointed in April 2020. All our employees who worked throughout the pandemic as critical workers received an equal bonus payment as an appreciation of their dedication and hard work throughout a very challenging year.

A handwritten signature in black ink, appearing to read 'M Press'.

Matthew J Press

Chief Executive Officer