

## AVMI Kinly Ltd - Gender Pay Gap Reporting 2022

### Introduction

Kinly is committed to supporting equal opportunities for all employees and creating the same opportunities for those who may enter into employment.

### Our Requirements

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The figures which have been collated in this report were reached by using the mechanisms that are set out in the gender pay gap reporting legislation.

Our report sets out the six key metrics that are necessary under the rules on gender pay gap reports.

These are:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage;
2. the difference in the median pay of full-pay men and women, expressed as a percentage;
3. the difference in mean bonus pay of men and women, expressed as a percentage;
4. the difference in median bonus pay of men and women, expressed as a percentage;
5. the proportion of men and women who received bonus pay; and
6. the proportion of full-pay men and women in each of four quartile pay bands.

### Our Metrics

Detailed below are our overall median and mean gender pay gap and bonus gap based on hourly rates at the snapshot date of 5 April 2022, and bonuses paid in the year up to 5 April 2022.

### Ordinary Pay Gap

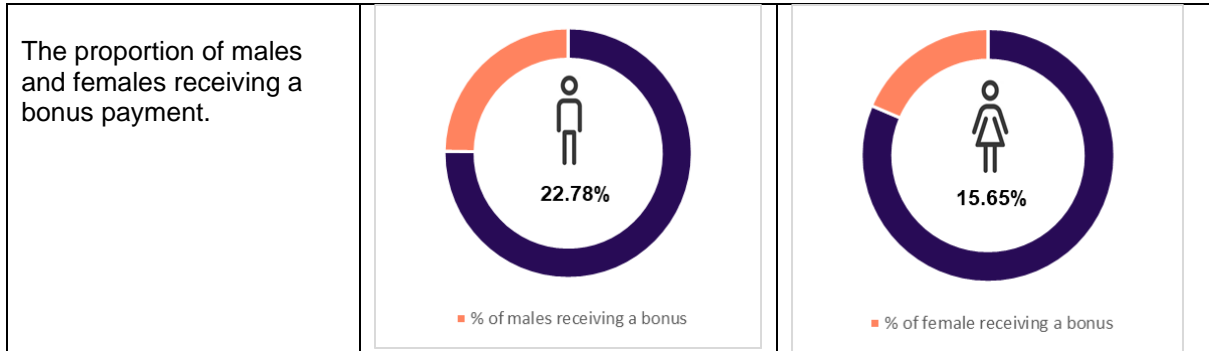
On the 2022 snapshot date, our median and mean Gender Pay Gap have both increased.

	2022	2021	2020
Median	15.7%	8.4%	19.1%
Mean	16.2%	12.2%	17.4%

## Gender Bonus Pay Gap

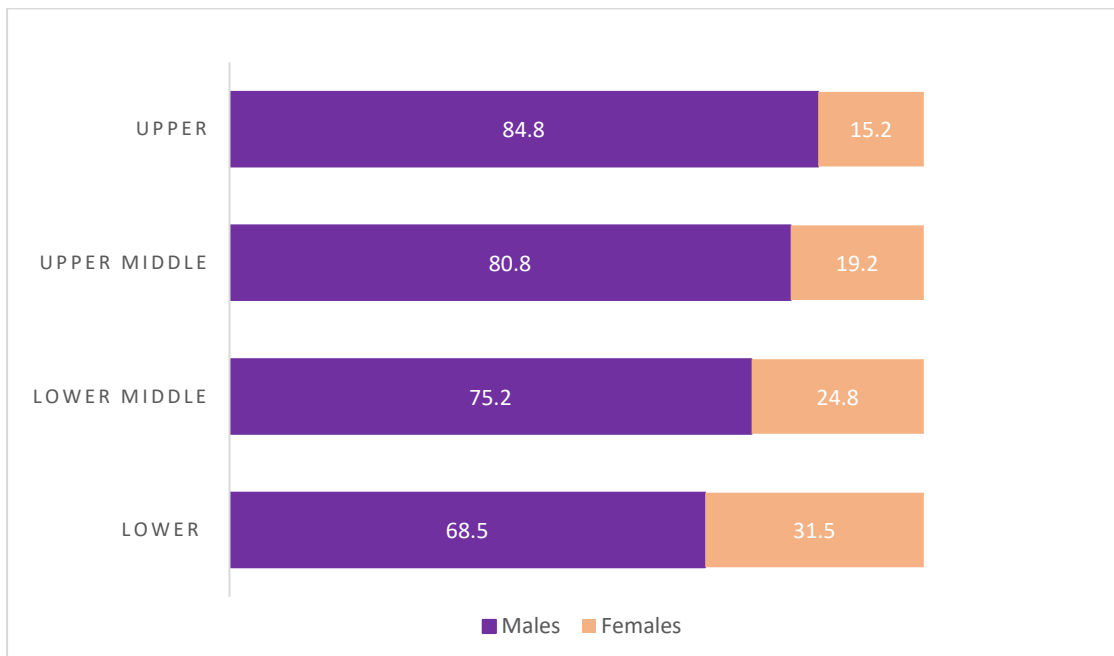
Our gender bonus pay gap still overall remains in favour of males. Our median position has improved this year, with our mean reducing. The positive median has again increased in 2022. The percentage of males and females receiving a bonus have both reduced, this is due to streamlining of our bonus structure.

	2022	2021	2020
Median	3.70%	-17.65%	-900.0%
Mean	15.74%	32.08%	3.3%



## Pay Quartiles

In 2022 we still have more females in team leader & managerial roles, we had little movement in our Upper & Upper middle quartiles and have welcomed more females into our lower & lower middle through recruitment.



## What are we doing to address our gender pay gap?

- We are committed to promoting equal pay and opportunities for all staff and job applicants irrespective of gender. We are also now an accredited Living Wage Employer.
- Each job applicant or prospective candidate is treated on the basis of their capability.
- We will actively consider whether an existing role can be undertaken by adjusting the contractual hours, shift times or job share so as to promote flexible working and in the past 12 months we have seen an increase in flexible working requests from both male & female employees.
- Home & Lone working - we continue to actively encourage all our employees who are not required on sites to work hybridly.
- Kinly globally continue to work on initiatives to support diversity in the workplace and plan on being an active participant and leader of these plans as part of our Corporate Social Responsibility.

Katy Thorpe  
**HR Director**

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