

AVMI Kinly Ltd - Gender Pay Gap Reporting 2023

Introduction

Kinly is committed to supporting equal opportunities for all employees and creating the same opportunities for those who may enter our 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 reached in this report were 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 2023, and bonuses paid in the year up to 5 April 2023.

Ordinary Pay Gap

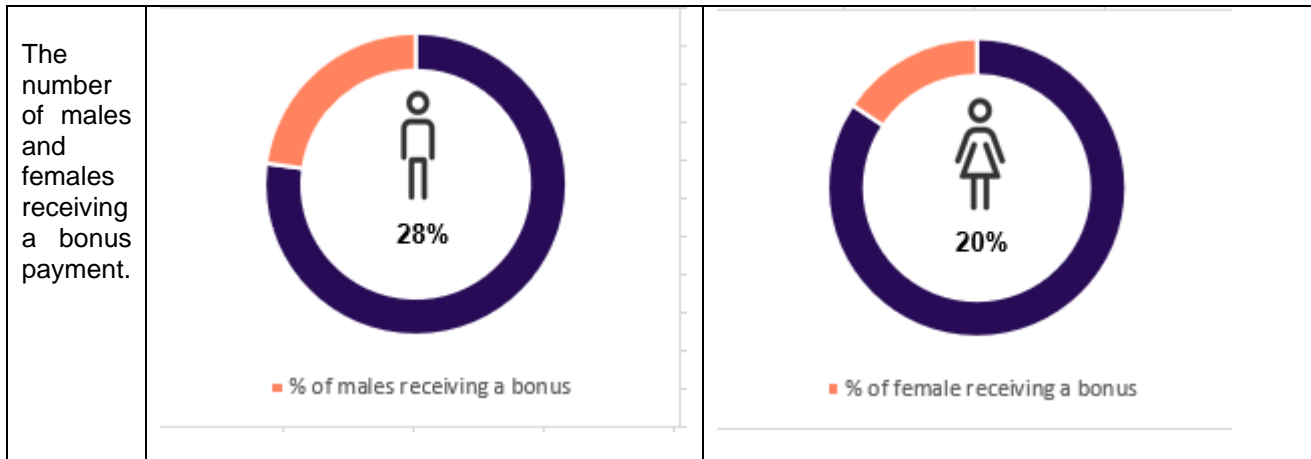
On the 2023 snapshot date in 2023 we have lowered our median gap by nearly a percentage and our mean pay gap by 2%. We are still very conscious that traditionally a lot of our roles are fulfilled by males and our aim is to now entice more women into Kinly through early career programmes and also through valid partnerships, we are in line with technology trends and ended 2023 with 21% of our overall workforce identifying as female.

	2023	2022	2021	2020
Median	15%	15.7%	8.4%	19.1%
Mean	14%	16.2%	12.2%	17.4%

Gender Bonus Pay Gap

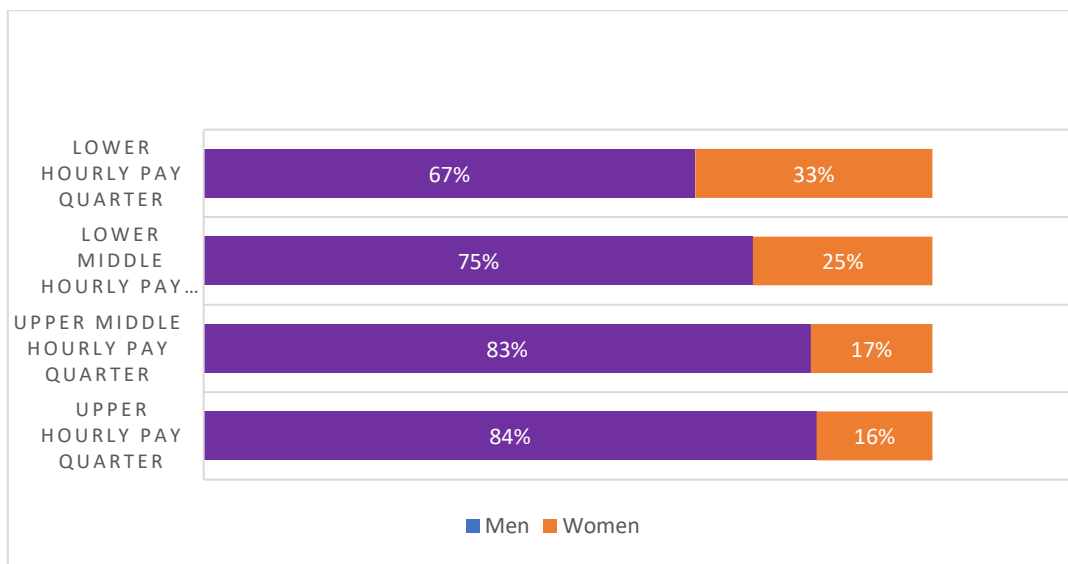
Our median pay gap is grossly in favour of females due to a number of highly successful females in our sales department, however our mean pay gap has grown, there are only a small number of individuals eligible for bonuses at Kinly and the other eligible workforce in terms of our gender bonus pay gap is our sales force, whereby we have targets to grow the number of females by 2030. However, you will note that 5% more of our female workforce were eligible for bonuses in 2023 vs 2022, this did grow consistently with hires whereby you will also note that 5% more males were eligible too.

	2023	2022	2021	2020
Median	-59%	3.70%	-17.65%	-900.0%
Mean	32%	15.74%	32.08%	3.3%



Pay Quartiles

You will see that all our percentiles have stayed fairly static YoY as we have focused on upskilling our employees with career coaching and training, we have identified a high performers group of which 40% of those are female which sits outside of the current trend of 25% of females making up our UK based workforce.



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.
- 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 continues 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
Global People Director
