

AVMI Kinly Ltd - Gender Pay Gap Reporting 2024

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 2024, and bonuses paid in the year up to 5 April 2024.

Ordinary Pay Gap

On the 2024 snapshot date in 2024 we are disappointed that our median and mean gaps have widened. We are still conscious that we have multiple roles at Kinly that are traditionally filled by males in line with the technology industry. We grew our partnerships up to the snapshot date working with Women in Tech, Henpicked and focused on thinking about recruitment techniques bringing our recruitment predominantly in house to focus in the right areas.

	2024	2023	2022	2021	2020
Median	17%	15%	15.7%	8.4%	19.1%
Mean	16%	14%	16.2%	12.2%	17.4%

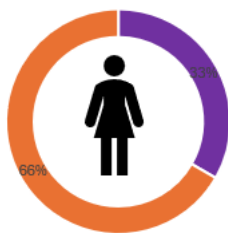
Gender Bonus Pay Gap

Our median gender bonus pay gap as can be seen from previous reported years fluctuates, we now see that the median gap is back to being in favour of males, which makes sense given the percentage of males in our workforce and that bonuses are predominantly attributed as commission to our widely male dominated sales workforce. The mean bonus pay gap grew slightly in favour of women but will continue to fluctuate all individuals are eligible for long service award bonuses and this will always be a variable contributing to the mean number. We added an additional earning opportunity in our Projects team which could also be attributed to the slight change. Overall, the percentage of employees who received a bonus grew year on year with nearly 10% more of males receiving a bonus and 13% of females.

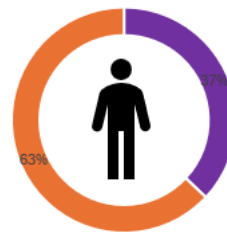
	2024	2023	2022	2021	2020
Median	23%	-59%	3.70%	-17.65%	-900.0%
Mean	33%	32%	15.74%	32.08%	3.3%

Pay Quartiles

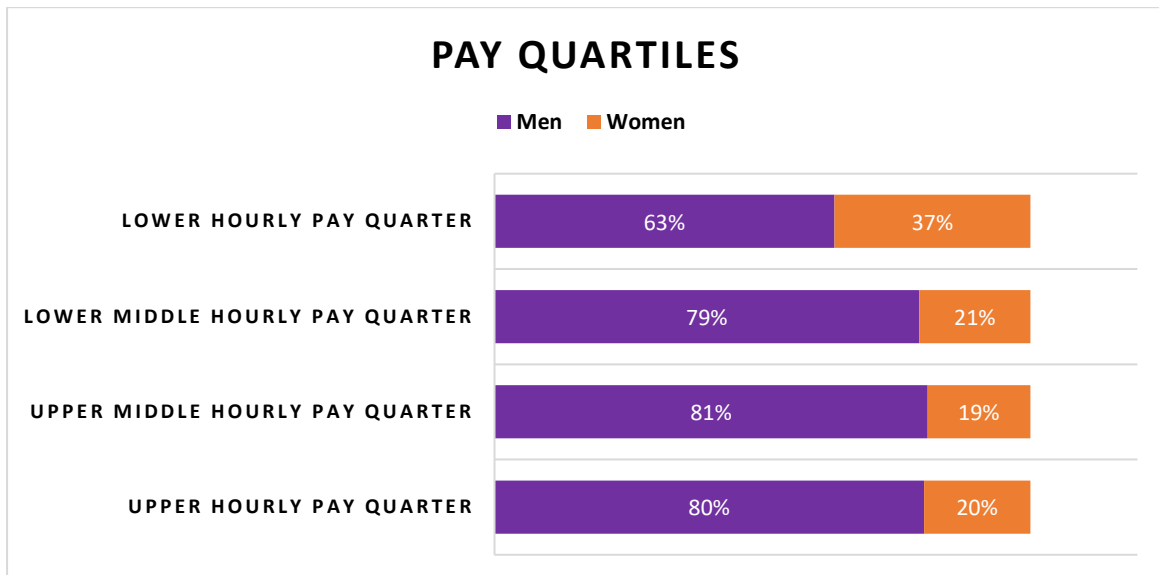
33% of females received a bonus



37% of males received a bonus



Our percentiles have shifted slightly post our 2023 snapshot, nearly 40% of our female workforce sit in the Upper middle & Upper quarter but as we continue to encourage females into Kinly, we will see a mix across all quartiles given our strategic efforts in early careers and supporting females into the 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
