

AVMI Kinly Ltd - Gender Pay Gap Reporting 2021

Introduction

Kinly are 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 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 2021, and bonuses paid in the year up to 5 April 2021.

Ordinary Pay Gap

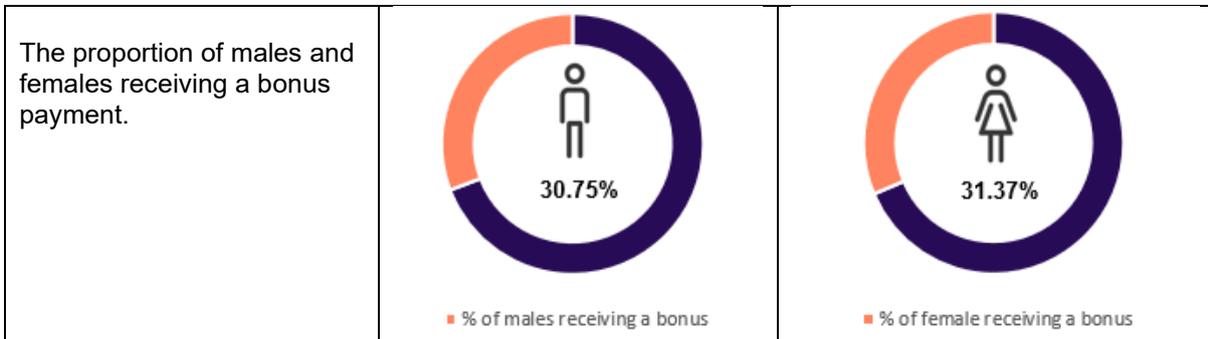
Between the 2020 snapshot date and the 2021 snapshot date our mean & median Gender Pay Gaps have reduced, there is a direct correlation between movement for women upwards into the lower middle, upper middle & upper pay quartiles.

	2021	2020
Median	8.4%	19.1%
Mean	12.2%	17.4%

Gender Bonus Pay Gap

Our gender bonus pay gap still overall remains in favour of males despite the median gap being in favors of females. The positive median has changed dramatically between 2020 & 2021 however this indicates a more even distribution and the distribution of bonuses up to the snapshot date has evened out.

	2021	2020
Median	-17.65%	-900.0%
Mean	32.08%	3.3%



Pay Quartiles

Most significantly year on year we have seen an upward trend of more women in the lower middle and upper middle categories, internally we have more females in team leader & managerial roles.



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.

- Home & Lone working - we now actively encourage all our employees who are not required on sites to work hybridly and are encouraged by the move to flexible working potentially being a day 1 right.
- We note that Kinly globally are working 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
