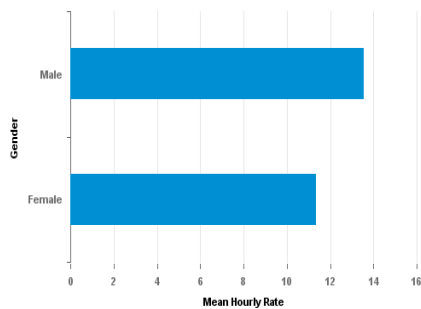


## Gender Pay within our Organisation

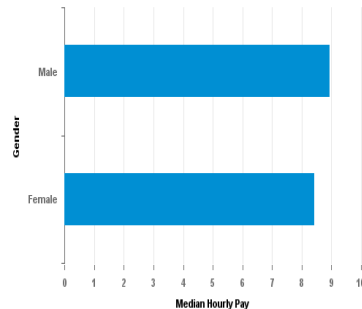
Below represents the snapshot period for reporting April 2018.

### Women's hourly rate is

**16.3%**  
**Lower**  
**(Mean)**



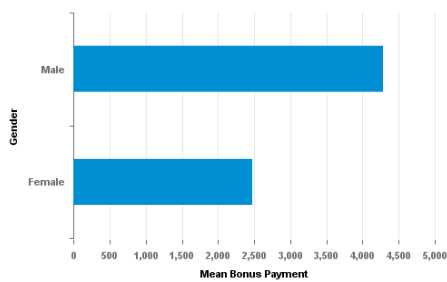
**5.9%**  
**Lower**  
**(Median)**



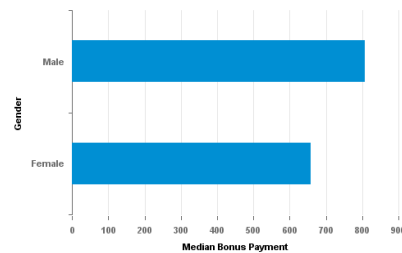
The above hourly rate shows a larger pay gap between men and women than in our previous year due mainly to the fact that there are some elements that were not part of the analysis in our first year of reporting. These are various type allowances for example, car /secondment allowances.

# Women's bonus pay is

**42.4%**  
**Lower**  
**(Mean)**



**18.6%**  
**Lower**  
**(Median)**

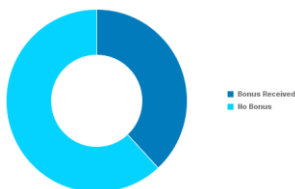


## Bonus Pay Gap

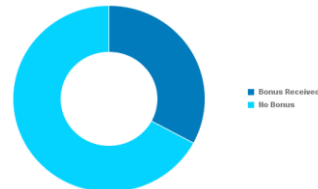
This year shows a reduction in the bonus pay gap against last year from 53.1% to 42.4% mean and 21.3% to 18.63% median. The report is looks at bonus payments in the 12 months leading up to the snap shot period and so includes bonus payments that were made to the wider business during that year which was based on profits in addition to the traditional sales and incentive payments. It also continues to be indicative that the distribution amongst the more senior roles within Kimal plc where our board of directors remain as the previous year, with 7 males and one female.

## Who received bonus

**32.9%**  
**OF MEN**



**38.1%**  
**OF WOMEN**



## Pay quartiles

How many men and women are in each quarter of Kimal's payroll

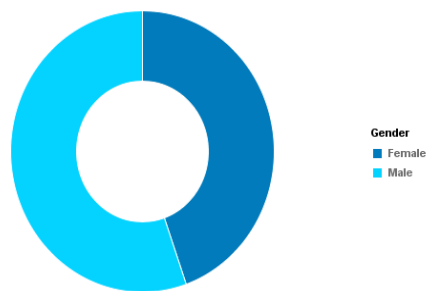
Top quartile

**55.4%**

**Men**

**44.6%**

**Women**



Upper middle quartile

**48.2%**

**Men**

**51.8%**

**Women**



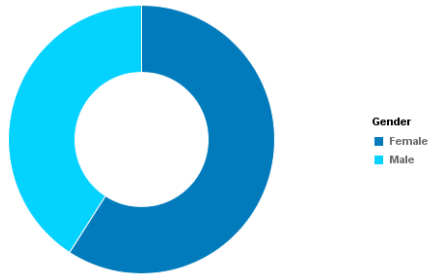
**Lower middle quartile**

**40.9%**

**Men**

**59.1%**

**Women**



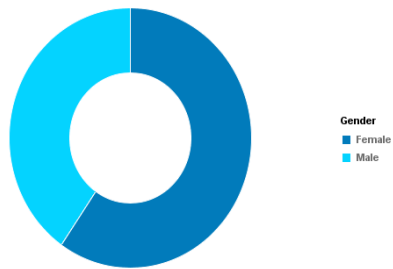
**Lower quartile**

**40.4%**

**Men**

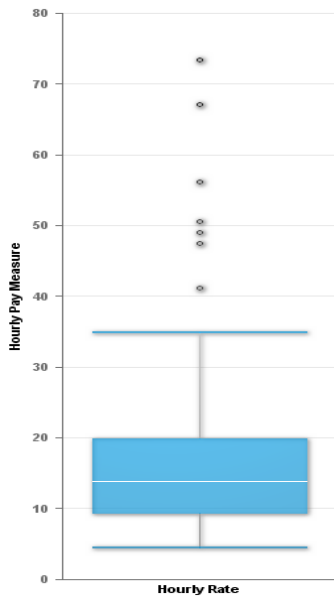
**59.6%**

**Women**

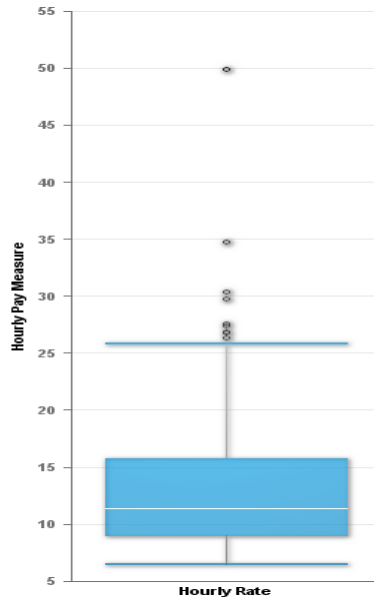


## Hourly pay plots

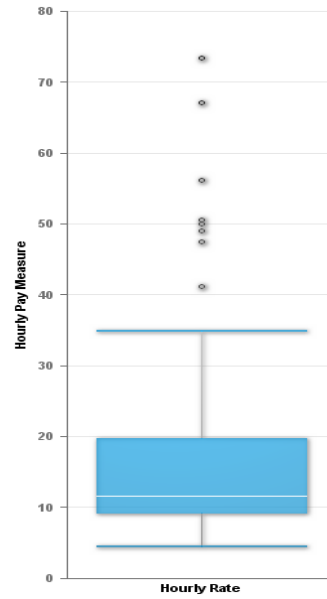
Men



Women



All



Kimal is dedicated to ensuring equal opportunities for all Genders and will continue to appoint new positions and promotions based on merit and performance. We regularly benchmark salaries internally and within the market to ensure we remain competitive and attractive and an employer of choice. I am also delighted that In April 2019 we have appointed a new female director to Kimal plc Board of Directors.

Mark Pettitt

Chief Executive Officer