

Gender Pay Gap Report 2022

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

We can use the results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

Pay Gap and Bonus Difference Between Male and Female Employees

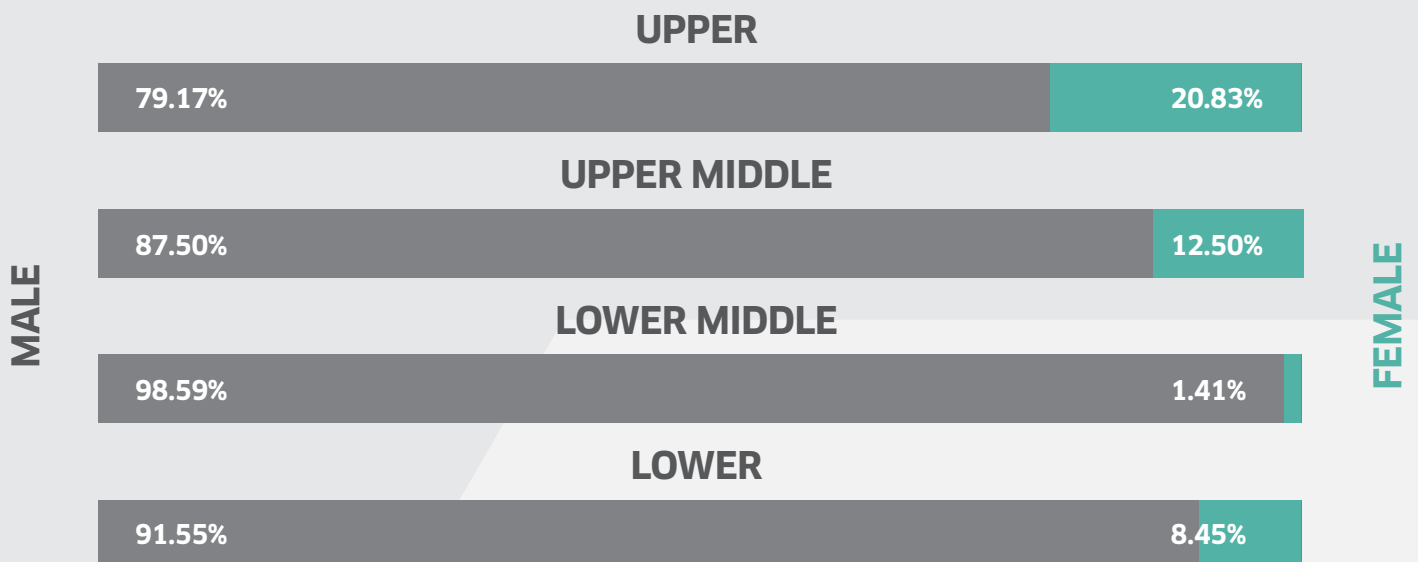
	Male	Female	% Difference
Mean (%)	13.96	17.38	-24.50
Median (%)	11.28	15.43	-36.79

0 = neutral pay. Below 0 = average female pay is higher than average male pay
Above 0 = average female pay is lower than average male pay.

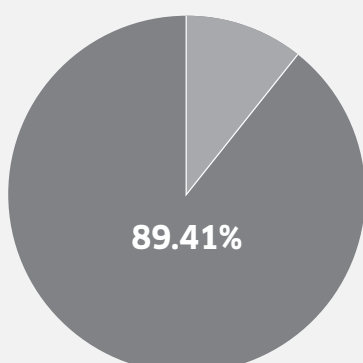
Pay calculated for the pay period including 05/04/2022

Bonus calculated for the year 06/04/2021 to 05/04/2022

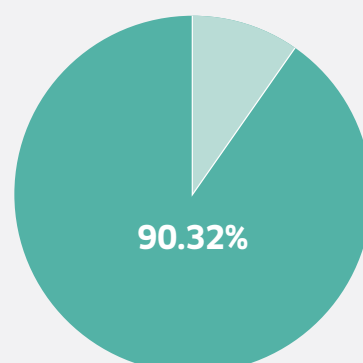
Proportion of Male and Female UK Employees According to Quartile Pay Bands



Proportion of Male and Female UK Employees Receiving Bonus Pay



MALE



FEMALE

KPM (UK) Ltd Gender Pay Gap Report Written Statement

KPM (UK) Ltd is manufacturer of high precision hydraulic pumps and motors located in Plymouth, Devon.

Business growth during 2021 has resulted in the recruitment of circa 80 additional employees, taking the headcount to 295 at 31st March 2022.

There are 265 males and 31 females employed by the business. The gender mix reflects the nature of the business, manufacturing/engineering where engineering and production-based roles are traditionally male dominated.

The payment of bonuses is limited to a small number of external sales roles which attract a bonus paid on a quarterly basis.

KPM (UK) Ltd is committed to equal opportunity for all applicants and existing employees regardless of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We are focusing on creating an inclusive, equitable work environment in which everyone plays a critical role. We believe that a diverse workforce contributes to our collaborative culture based on trust, integrity, and respect.

We continue to invest in the working environment to make it an attractive place to work for everyone.

Lee Crocker
Managing Director

April 2022