

Gender Pay Gap Report 2023

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:

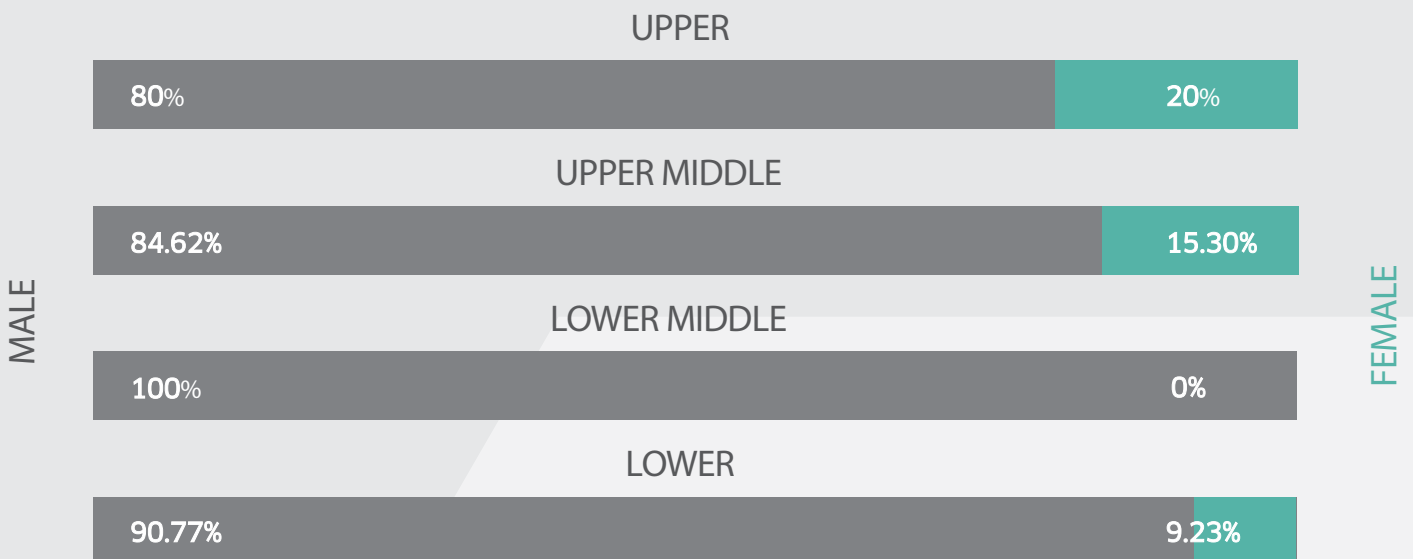
- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

Pay Gap and Bonus Difference Between Male and Female Employees

	Male	Female	% Difference
Mean (%)	15.05	17.86	-18.67
Median (%)	12.2	15.96	-27.44

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



KPM (UK) Ltd Gender Pay Gap Report Written Statement

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

As at 31st March 2023 our headcount totals 260 employees. This is comprised of 231 males and 29 females.

The gender mix reflects that the nature of the business is manufacturing/heavy engineering and production-based, which has traditionally been a male-dominated industry sector. We will continue to work at addressing this imbalance over time.

The capacity to earn a bonus is restricted to a small number of external sales roles, where there is a scheme in place with the potential to earn a bonus based on incremental sales and profit.

KPM (UK) Ltd remains committed to equality of opportunity for all applicants and employees regardless of gender, marital status, race, ethnicity, colour, nationality or national origin, disability, sexual orientation, religion or age.

We are focussed on creating an inclusive, equitable working environment in which everyone plays a useful role. We believe that a diverse employee base contributes to our collaborative culture based on trust, integrity and respect. We continue to invest in our working environment to make KPM (UK) Ltd an attractive and engaging workplace for everyone.

Lee Crocker

Managing Director

April 2023