

Gender Pay Gap Report 2026

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

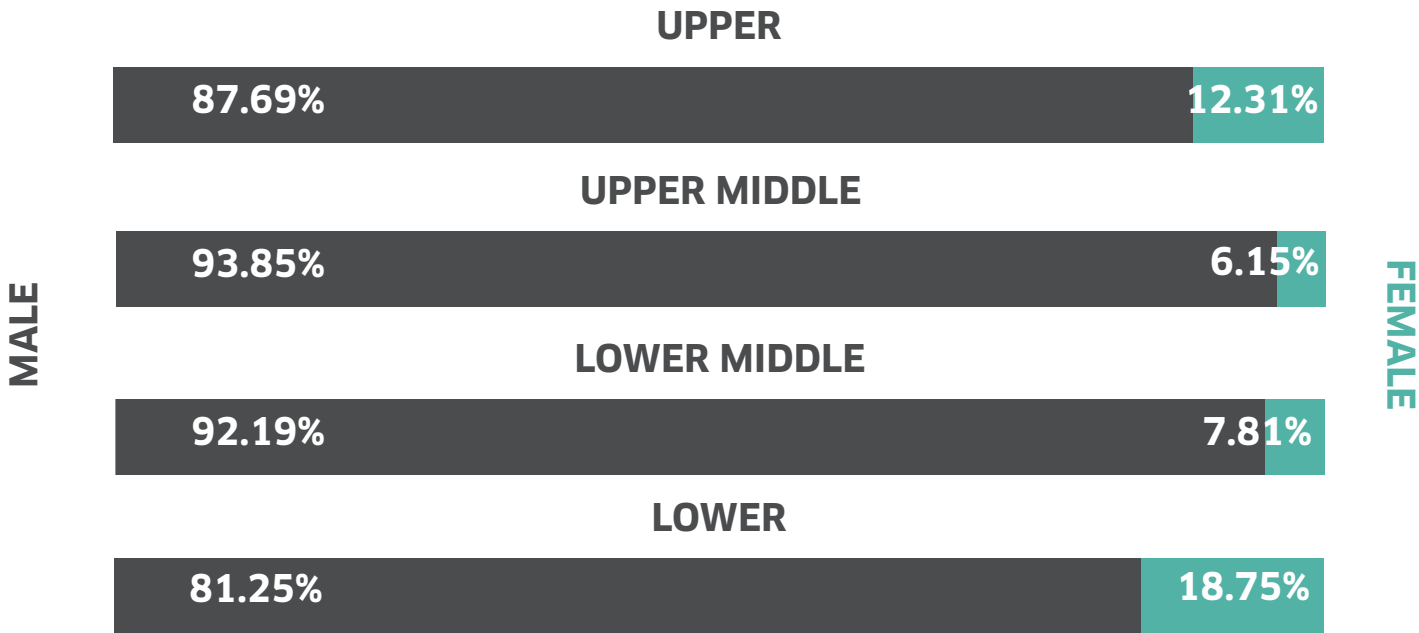
- We can use the results to assess:
- the levels of gender equality in our workplace
 - the balance of male and female employees at different levels

Pay Gap and Bonus Difference Between Male & Female Employees

	Male	Female	Percentage difference
Mean (%)	£19.74	£18.46	6.48%
Median (%)	£17.84	£17.11	4.09%

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 05/04/2026.
Bonus calculated for the year 06/04/2025 to 05/04/2026.

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



Proportion of Male & Female UK Employees Receiving Bonus Pay



KPM (UK) Ltd Gender Pay Gap Statement 2026

Background

The UK government requires all business of 250+ employees to publish an annual update on their Gender Pay Gap. This report is based on our employee pay data for the year from April 2025 to April 2026. At the time of the report our headcount was 258 employees: 229 male and 29 female. Male employees constitute 89% of our business with 11% female employees.

What does the Gender Pay Gap mean?

It is important to understand that the Gender Pay Gap is different to *Equal Pay*. The Gender Pay Gap measures the average hourly pay for all women in the business compared to all men, whereas Equal Pay ensures that men and women doing the same job are paid equally.

A Gender Pay Gap doesn't mean that men and women are paid differently for the same role, but can indicate that there are a higher number of men in senior or specialist roles.

The data looks at the following measures:

- Mean – the average of the total number
- Median – the middle number in the complete sequence of pay data
- Quartile – the distribution into four groups, including the lowest and highest 25%

Understanding our Gender Pay Gap

A negative pay gap means that average pay for women is higher than for men, which can indicate a higher number of women in the upper pay quartile. *A positive number means that there is a pay gap* and that average pay for *male* employees is higher.

The KPM UK Gender Pay Gap has changed from a negative gap of Median -27.44%/Mean -18.67% in 2023 to a positive gap in April 2026 of Median +4.09%/Mean +6.48%.

- This reflects that the number of women in the upper pay quartile has dropped from 5% in 2023 to 3% in 2026. In the Upper Middle quartile over the same period female employees fell from 3.8% to 1.5%.
- The number of women who joined the business at the lower quartile, into assembly roles, over the same period increased from 2.3% to 4.6%.
- The number of male employees in the Upper quartile increased from 20% to 22% and in the Upper Middle from 21% to 24% over the same period.
- In 2026 pay rates were increased for specialist CNC Operators and Maintenance Engineers, over and above the company-wide award, to remain competitive in our local market. These roles are predominantly occupied by male colleagues.

Gender Bonus Gap

A small number of external sales roles have the potential to earn a bonus based on incremental sales and profit, but in the reporting year no sales bonus was paid to any KPM (UK) Ltd employee. The data for 2025 includes payments made to employees under the 'Introduce a Friend' recruitment incentive.

What is KPM (UK) doing?

The gender mix of the business reflects the manufacturing and engineering nature of the business, which has traditionally been a male-dominated sector.

KPM (UK) Ltd remains committed to attract, recruit and select the best possible individual for any role regardless of gender. We are committed to fairness and 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 meaningful role, and we believe that a diverse employee base contributes to our collaborative culture based on trust, integrity and respect.

A handwritten signature in black ink, appearing to read 'Lee Crocker', with a stylized initial 'L' and 'C'.

Lee Crocker
Managing Director & Chair of Board
September 2026