

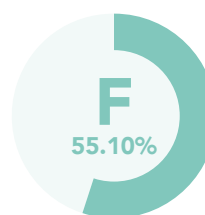
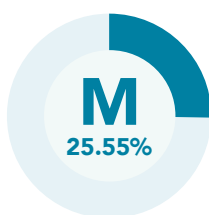
# GENDER PAY GAP REPORT 2024

## KINDERTONS ACCIDENT MANAGEMENT GENDER PAY GAP EXPLORED AND EXPLAINED.

This is its report for the snapshot date of 5 April 2024.

	MEAN	MEDIAN
Gender pay gap	-5.41%	-3.15%
Gender bonus pay gap	11.40%	3.68%

The proportion of males and females receiving a bonus payment.



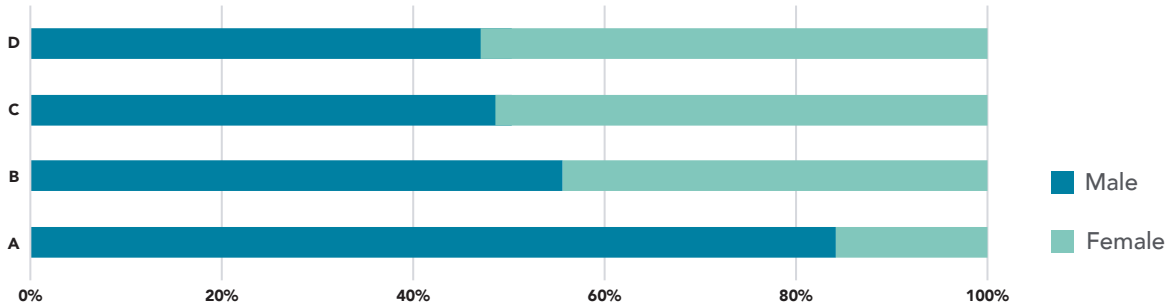
## PAY QUANTILES BY GENDER

BAND	MALES	FEMALES	DESCRIPTION
A	84.24%	15.76%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	55.76%	44.24%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	48.48%	51.52%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	46.39%	53.61%	Includes all employees whose standard hourly rate places them above the upper quartile

\*All figures calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

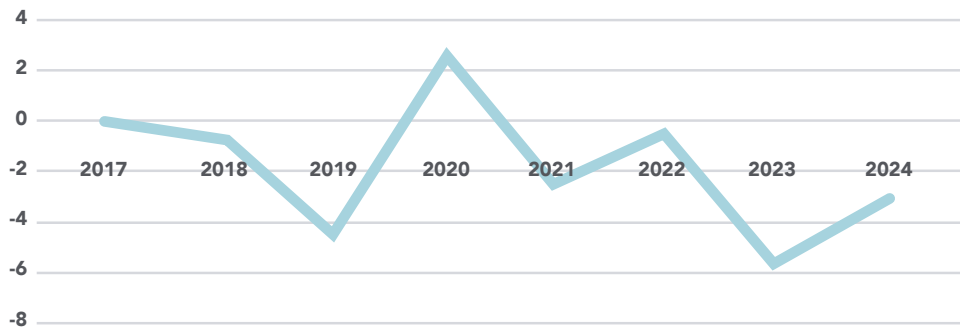
## PAY QUARTILES BY GENDER

The highest two quartiles have a low difference between Male & Females as shown in the below chart. This reflects our continued focus to ensure there is gender representation at all Management Levels.



The lowest quartile has a significantly higher Men to Woman ratio. This is due to the roles that are available at the lower pay, and there are a higher number of men who work within these roles. It is a smaller percentage of women who do these roles, but they are paid the same regardless of gender.

## MEDIAN GENDER PAY GAP LAST 8 YEARS



The Median Pay Gap has remained within a 10% fluctuation over the last 8 years. The average Median Gender Pay Gap over this period is -1.8%. This is due to having a higher number of women in Quartiles C and D.

## OUR COMMITMENT TO GENDER INCLUSION

Kindertons Accident Management is committed to being a diverse and inclusive work environment, not just in gender representation, but across all diversities.

There is an inclusive culture within the business that ensures that everyone, regardless of their gender identity is supported, respected, and paid in line with the role they are in. All roles have been evaluated for the work that is required for that role and not the individual who does it, this ensures that there is no gender bias around roles, bands and salary.

Throughout the recruitment process, the adverts placed for new roles avoid gendered language, allowing anyone with the correct skillset to apply for. This enables the company to hire from a diverse pool of potential candidates.

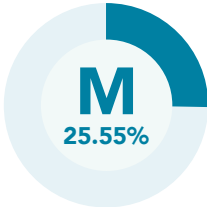
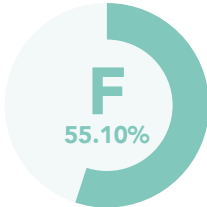
Kindertons Accident Management is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals.
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Kindertons Accident Management is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

## GENDER BONUS

Throughout the year KPI bonus was paid in the operational departments for those who were not in management roles. The scoring to achieve this may change slightly for different teams, but the same scoring is used for an entire team, regardless of gender.

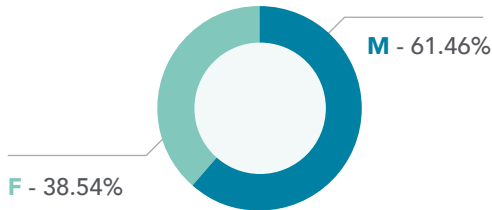
	MEAN	MEDIAN
Gender bonus gap	11.40%	3.68%
The total proportion of males and females receiving a bonus.		

There is a higher proportion of females receiving a bonus due to the type of roles that are eligible for a KPI bonus are female dominated with a large proportion of male employees working as drivers who do not come under the operational KPI bonus scheme.

## THE CHALLENGES OF GENDER PAY REPORTING.

The gender pay gap does not take into account full and part-time working arrangements, the differences on occupation, grade or location. The below chart shows that the males employed at Kindertons Accident Management are over 60% of the part time workers. This can have an impact on the gender pay gap due to pro-rated salary and bonus, as it brings down their average salary.

### PERCENTAGE OF PART TIME WORKERS BY GENDER



### WHAT KINDERTONS ACCIDENT MANAGEMENT ARE DOING TO ADDRESS ITS GENDER PAY GAP

Kindertons Accident Management does not feel that the organisation has a gender pay gap. We have compared like for like roles and are confident we pay appropriately per role irrespective of gender.

Following our 2023 reports we have:

- Operated a fair and consistent flexible working policy and welcomed requests in all departments in the business at all levels. This is now available from when they first start with the business and we have a consistent approach to these.
- Supported parents prior to, during and on return from maternity leave and other parental leave, including Shared Parental Leave.
- Provided access to additional qualifications through the apprenticeship scheme to allow for further career progression

We will continue to ensure that Job Evaluation continues for any new roles, and audit the current evaluations as required to keep them up to date. Benchmarking roles against external companies to keep these roles, regardless of gender and other diversities.

I, Tamsyn Haselden, Group HR Director, confirm that the information in this statement is accurate.

Signed



I, Mike Cutler, Group CEO, confirm that the information in this statement is accurate.

Signed

