



# GENDER PAY GAP REPORT 2025

## KINDERTONS ACCIDENT MANAGEMENT GENDER PAY GAP EXPLORED AND EXPLAINED

This Gender Pay Gap Report sets out the statutory disclosures required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The data reflects Kindertons Limited's gender pay position as at the 2025 snapshot date and includes:

- Hourly pay gap (mean and median)
- Bonus pay gap (mean and median)
- Proportion of each gender receiving a bonus
- Gender distribution across pay quartiles

The gender pay gap measures the difference in average pay between all men and women across the organisation. It does **not** compare pay for individuals performing the same or similar roles.

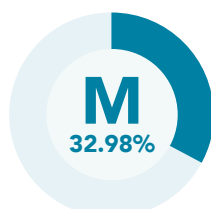
HOURLY PAY GENDER PAY GAP	MEAN	MEDIAN
Female Hourly Rate	£15.51	£13.54
Male Hourly Rate	£15.36	£13.21
Gender pay gap	-0.99%	-2.50%

### SUMMARY:

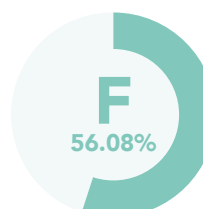
Women earn slightly more than men on both mean and median measures. This outcome is primarily driven by gender representation across the organisation, with more women positioned in higher paid roles within the upper quartiles.

BONUS GENDER PAY GAP	MEAN	MEDIAN
Female Bonus	£588.36	£500.00
Male Bonus	£624.20	£493.75
Gender bonus gap	+5.74%	-1.27%

Proportion of males and females receiving a bonus payment.



32.98%



56.08%

### SUMMARY:

- Men receive a **higher average (mean)** bonus.
- Women receive a **slightly higher typical (median)** bonus.
- **More women than men receive a bonus**, indicating broader access to bonus eligible roles among female staff.

## GENDER REPRESENTATION ACROSS PAY QUANTILES

BAND	FEMALE	MALE
Lower A	21 20.2%	83 79.8%
Lower Middle B	62 59.6%	42 40.4%
Upper Middle C	50 48.1%	54 51.9%
Upper D	55 52.9%	49 47.1%

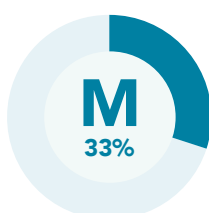
### SUMMARY:

- Women are strongly represented in the upper middle and upper quartiles.
- The lower quartile remains predominantly male.
- This distribution contributes to Kindertons' **negative hourly pay gap**, with women earning slightly more on average.

## OVERALL SUMMARY

MEASURE	RESULT	DIRECTION
Mean hourly pay gap	-0.99%	Favouring women
Median hourly pay gap	-2.50%	Favouring women
Mean bonus gap	+5.74%	Favouring men
Median bonus gap	-1.27%	Favouring women

Percentage of males and females receiving a bonus.



### OVERALL INSIGHT:

The data shows a strong position of gender parity across Kindertons, with favourable outcomes for women in hourly pay and balanced outcomes in bonus distribution. Women remain well represented at senior and higher paid levels.

## OUR COMMITMENT TO GENDER INCLUSION.

Kindertons Limited 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 Limited 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 Limited 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.

## WHAT KINDERTONS LIMITED ARE DOING TO ADDRESS ITS GENDER PAY GAP.

Kindertons Limited 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 2024 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.

## DECLARATION

I confirm that the information contained in this report is accurate and has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Tim Broomhall, HR Business Partner, confirm that the information in this statement is accurate.

Signed



I, Christophe Leemanyan, Managing Director, confirm that the information in this statement is accurate.

Signed

