



## GENDER PAY GAP STATEMENT 2018

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required by law to publish our Gender Pay Report.

This involves carrying out 6 calculations showing the difference between the earnings of men and women within KEW (Electrical Distributors) Ltd, it will not involve publishing employee data and we will be using our current HR and monthly PAYE payroll records.

These results must be published on the government gender pay website and made available on our own website.

These results can be used to assess:

- The levels of gender equality in the workplace
- The balance of male to female employees at different levels
- The challenge in Kew and across the UK is to eliminate the gender pay gap

## GENDER PAY GAP RESULTS 2018

The following is a summary of how Kew performed against the 6 tests, if the % is a positive then the result is favoured to male employees, a negative % then female employees:

1. **Average Hourly Rate** Gender Pay Gap 5.2 %
2. **Median Gender Hourly Rate** Gender Pay Gap -3.6%  
(Middle number so 'typical' rate)
3. **Average Yearly Bonus** Gender Pay Gap 61%
4. **Median Yearly Bonus** Gender Pay Gap -23%  
(Middle number so 'typical' rate)
5. **Proportion of each Gender receiving a Bonus**  
Men 83.4% Women 92.30% Gender Gap -8.9%

6. **Quartile Banding**

This ranks all employees in hourly rate order then splitting them into 4 equal section. Then works out what % are male to female

	Co	Lowest	Low Mid	High Mid	Highest
Male	88.2%	89.9%	87.2%	87.2%	88.5%
Female	11.8%	10.1%	12.8%	12.8%	11.5%

## KEW (ELECTRICAL DISTRIBUTORS) LTD

### GENDER PAY GAP STATEMENT 2018

The electrical wholesale industry has traditionally been a male dominated industry, however with equality in the workplace gaining strength and with the growth of KEW (Electrical Distributors) Ltd this gap is reducing.

The results published include both full & part time employees and are significantly below the National Average of 17.1% Mean (KEW 5.2%) and Median 17.9% (KEW -5.2%)

The Yearly Bonus Gap has mixed results with the Average showing a large gap due to males currently holding Director roles & branch performance-based roles, while Median (-23%) is favourable due to female employees holding higher level roles within Head Office.

On Quartile Banding, the results show that the % splits across all four quartiles are consistent and in line with the Company male to female split

This statement confirms that the published information is accurate at the time of publishing and is signed by Shane Kaye, Head of Finance for and on behalf of KEW (electrical Distributors) Ltd.