



GENDER PAY GAP STATEMENT 2020/21

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 2020/21

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 | 14.7% |
| 2. Median Gender Hourly Rate
(Middle number so 'typical' rate) | Gender Pay Gap | 2.7% |
| 3. Average Yearly Bonus | Gender Pay Gap | 14.6% |
| 4. Median Yearly Bonus
(Middle number so 'typical' rate) | Gender Pay Gap | 30.5% |
| 5. Proportion of each Gender receiving a Bonus | | |
| Men 69.7% | Women 85.7% | Gender Gap -16% |

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	87.5%	89.6%	82.3%	89.6%	88.5%
Female	12.5%	10.4%	17.7%	10.4%	11.5%

KEW (ELECTRICAL DISTRIBUTORS) LTD

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The electrical wholesale industry has traditionally been a male dominated industry. In May 2021, we introduced a skills gap indicator company-wide to encourage all staff to proactively manage their career decisions.

In April 2020, and in reaction to the global pandemic, our employees took a pay reduction to support the business through the early challenges and reduced sales. Full pay was reinstated in September 2020.

If you look at the % of women in each pay quarter, women occupy 11.5% of the highest paid jobs and 10.4% of the lowest paid jobs.

The quartile bandings split show a fair representative of the male to female split across the various pay scales.

When comparing average bonus pay, women's mean bonus pay is 65% lower than men's, and 85.7% of women received bonus pay and 69.7% of men were awarded a bonus payment. This is reflective of the Director level roles and branch performance-led roles being held by men.

This statement confirms that the published information is accurate at the time of publishing and is signed by Sarah Lee, HR Manager for and on behalf of KEW (Electrical Distributors) Ltd.