



## KEW ELECTRICAL DISTRIBUTORS

### GENDER PAY GAP STATEMENT 2021

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. We support internal promotions and encourage staff development.

When comparing average bonus pay, women's mean bonus pay is 66% lower than men's, and 81.4% of women received bonus pay and 75.2% 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.