

Kew (Electrical Distributors) Ltd Gender Pay Gap Reporting 2023

UK employers are required to report six key figures relating to their gender pay gap:

1. The mean hourly pay gap between men and women,
2. The median hourly pay gap between men and women,
3. The mean bonus pay gap between men and women,
4. The median bonus pay gap between men and women,
5. The proportion of men and women receiving bonus pay and
6. The distribution of men and women within pay band quartiles.

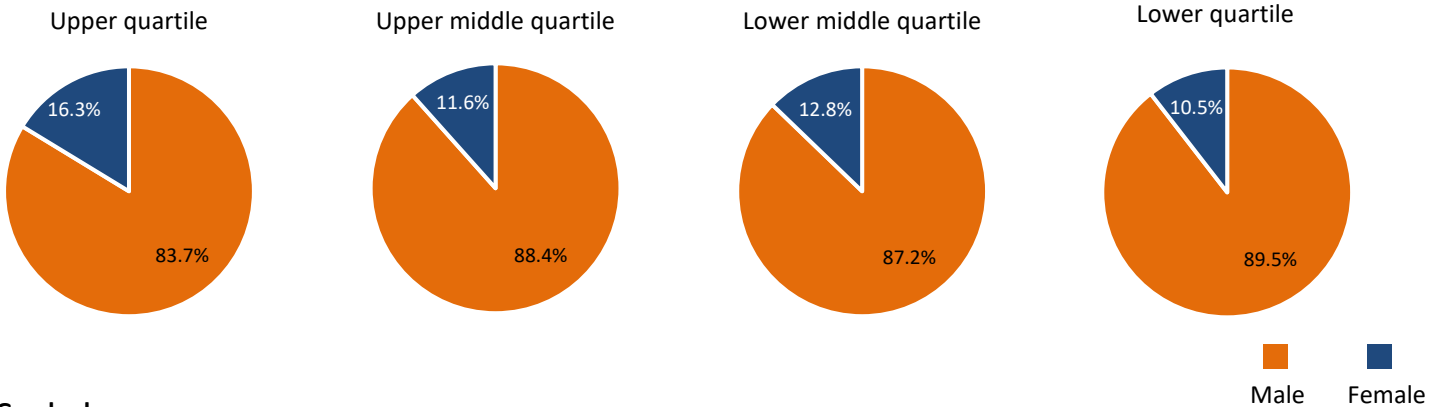
Gender pay versus equal pay

The gender pay gap shows the difference in the average pay between all men and women across a whole organisation. This is not the same as equal pay. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. The factors influencing the gender pay gap include the distribution of men and women between grades, experience, tenure and geographic location.

Gender pay gap at Kew (Electrical Distributors) Ltd

Median pay gap	-4.1%
Mean pay gap	1.7%

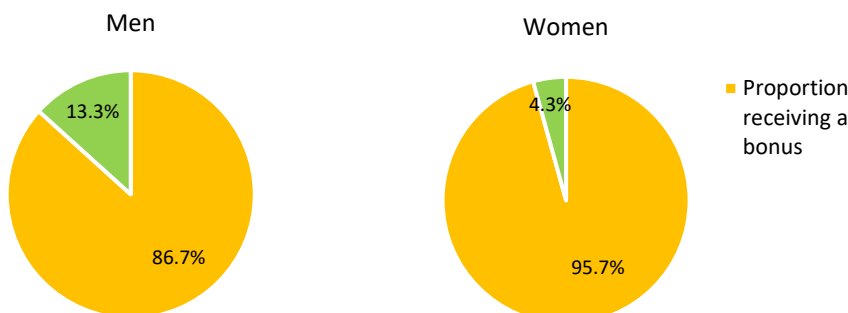
Pay band quartiles (proportion of men and women in each pay quartile)

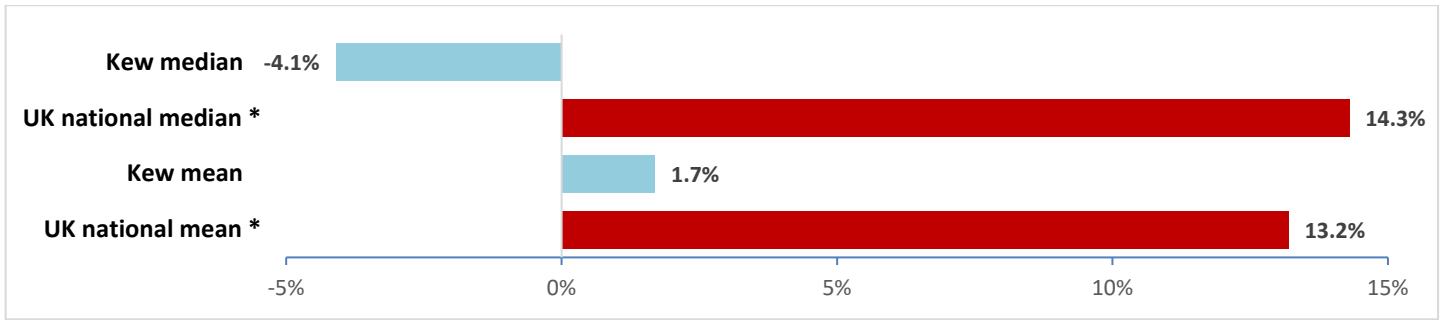


Gender bonus pay gap

Median bonus pay gap	36.9%
Mean bonus pay gap	58.7%

Proportion of men and women receiving a bonus





Comparison to the UK national gender pay gap

*Provided by the Office for National Statistics based on PAYE data for April 2023

The median and mean gender pay gaps at Kew (Electrical Distributors) Ltd are lower than the UK national median and mean gender pay gaps of 14.3% and 13.2%, respectively.

What impacts the pay and bonus gaps at Kew?

The main cause of our median pay gap in favour of women is due to the greater numerical representation of women in our senior management team. In contrast, the main cause of our mean pay gap in favour of men is the demographic profile of our workforce, which has a numerical under-representation of women across the majority of the business. This is reflective of the distribution and construction sectors in general, which typically employ more men than women.

Our bonus pay gap is impacted by a higher proportion of women compared to men in part-time roles where the bonus pay gap does not reflect the full-time equivalent bonus pay of part-time employees. The seniority of employees and their working hours affect the amount of bonus awarded. We are confident that both the bonus eligibility criteria and the basis on which they are awarded are fair and non-discriminatory.

Kew (Electrical Distributors) Ltd is committed to providing equal opportunities at work regardless of gender.

Statement

As required by law and to the best of our knowledge and belief we confirm that the information provided is accurate and follows statutory guidelines.



Nik Mulcahy
Managing Director