

Gender Pay Gap Report 2024

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We can use the results to assess:

- the levels of gender equality in our workplace
- the balance of male and female employees at different levels

Pay Gap and Bonus Difference Between Male & Female Employees

	Male	Female	Percentage difference
Mean (%)	17.84	17.92	-0.45
Median (%)	15.37	16.23	-5.60

0 = neutral pay. Below 0 = average female pay is higher than average male pay.
Above 0 = average female pay is lower than average male pay.
Pay calculated for the pay period including 05/04/2019.
Bonus calculated for the year 06/04/2018 to 05/04/2019.

Proportion of Male & Female UK Employees According to Quartile Pay Bands

UPPER



UPPER MIDDLE



LOWER MIDDLE



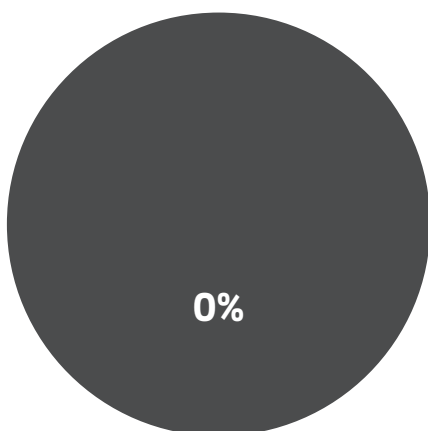
LOWER



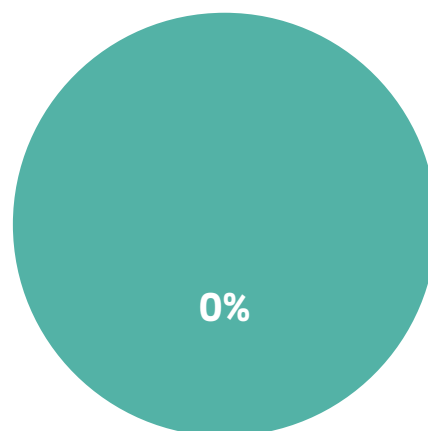
MALE

FEMALE

Proportion of Male & Female UK Employees Receiving Bonus Pay



MALE



FEMALE

KPM (UK) Ltd Gender Pay Gap Report 2024

KPM (UK) Ltd is a manufacturer of high precision hydraulic pumps and motors located in Plymouth, Devon.

As at 31st March 2024 our headcount totalled 213 employees. This is comprised of 192 males and 21 females.

The gender mix reflects that the nature of the business is manufacturing/heavy engineering and production-based, which has traditionally been a male-dominated industry sector. We will continue to work at addressing this imbalance over time.

The capacity to earn a bonus is restricted to a small number of external sales roles, where there is a scheme in place with the potential to earn a bonus based on incremental sales and profit.

KPM (UK) Ltd remains committed to equality of opportunity for all applicants and employees regardless of gender, marital status, race, ethnicity, colour, nationality or national origin, disability, sexual orientation, religion or age.

We are focussed on creating an inclusive, equitable working environment in which everyone plays a useful role. We believe that a diverse employee base contributes to our collaborative culture based on trust, integrity and respect. We continue to invest in our working environment to make KPM (UK) Ltd an attractive and engaging workplace for everyone.

Lee Crocker
Managing Director

April 2024