



## GENDER PAY GAP

### Kammac Limited Gender Pay Summary

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to 250 employees in post on the snapshot date of 5th April 2021.

### Gender Pay Gap

Mean gender pay gap in hourly pay (ordinary)	-8.2%
Median gender pay gap in hourly pay (ordinary)	3.4%

Bonus Gender Pay Gap	%
Mean gender pay gap (Bonus pay in the 12 months ending 31 March)	-41.0%
Median gender pay gap (Bonus pay in the 12 months ending 31 March)	-200.0%
Percentage of male employees paid a bonus	45.8%
Percentage of female employees paid a bonus	53.2%

Proportion of male and female employees in each quartile		
Quartile	Male	Female
Lower quartile	79.4%	20.6%
Lower middle quartile	77.4%	22.6%
Upper middle quartile	88.9%	11.1%
Upper quartile	79.0%	21.0%

Kammac are undergoing a period of growth and development. As such, it is reviewing all recruitment, on-boarding, development, appraisals and awards in order to ensure Kammac hold effective people models, supportive of gender spread in conjunction with its overarching strategy, goals and values.

Signed :

Title: Managing Director

Dated: 14/03/2022

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**Kammac Plc is the trading name of Kammac Ltd.**

Registered office: Kammac, DPC Chartered Accountants, Stone House, Stone Road Business Park, Stone Road, Stoke-On-Trent, ST4 6SR. Registration number: 2255591

All goods carried subject to RHA 2009 conditions of carriage. All goods stored subject to UKWA 2006 conditions.

[www.kammac.com](http://www.kammac.com) & [www.kammachealthcarelogistics.com](http://www.kammachealthcarelogistics.com)

