

KFH Gender Pay Gap reporting

April 2022

Introduction

From April 2017, all organisations that employ over 250 employees are required to produce an annual report on their gender pay and bonus gap.

A gender pay gap is not the same thing as an equal pay gap. The gender pay gap is defined as the difference in the average earnings between men and women, over a standard period of time, regardless of the role they do.

We're still confident that our gender pay gap is not a pay issue as our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

This neutrality also applies to our bonus structure and we acknowledge that the shape of our workforce drives our mean bonus gap in the same way it does our gender pay gap. We continue to work towards ensuring all of our roles are balanced between men and women.

Gender pay and bonus gap

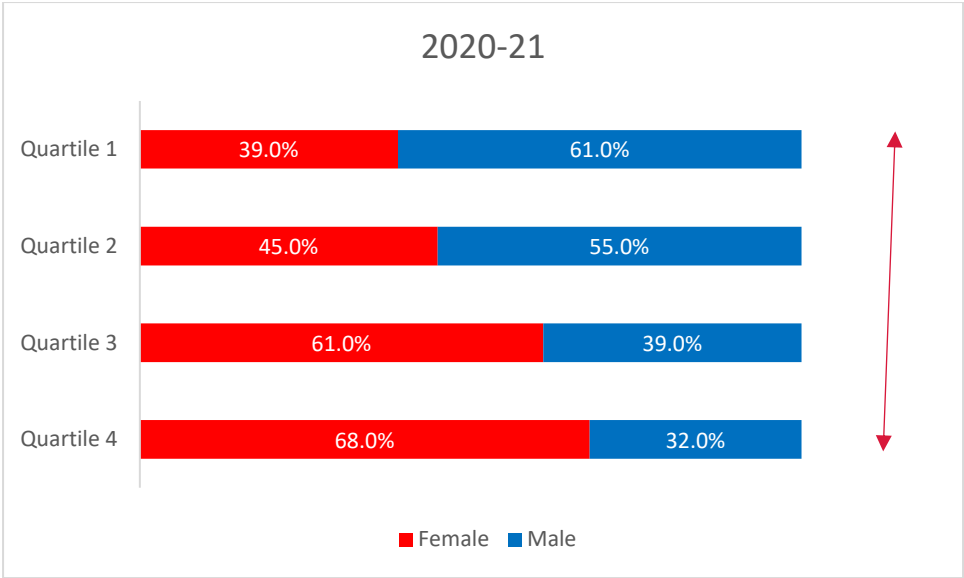
The gender pay gap regulations require us to report on the median and the mean for both the average pay and bonus gaps as represented in the following table:

| | Mean | Median |
|---------------------------------------|--------|--------|
| Pay gap (as at 5 April 2021) | 22.65% | 24.07% |
| Bonus gap (12 months to 5 April 2021) | 30.28% | 54.57% |

Of the two measures reported, the mean measurement provides a more representative picture of our business, and is more useful in helping us shape future policies needed to close the gap.

Gender distribution

The following chart illustrate the gender distribution across the business in four equally sized quartiles.



Paul Allerton
Group Finance Director