



Gender Pay Report

2024

Kerridge Commercial Systems gender pay gap has been calculated in accordance with UK Government regulations.

About Our Company

At Kerridge Commercial Systems (KCS), we want all our people to grow, develop and thrive in their careers. Diversity throughout our business and in all of our geographies is a key priority for us. While we believe we are taking the right steps there is more to do.

According to both the mean and median gender pay gap metrics, female employees earn less per hour than male employees. This can be attributed to comparatively higher levels of male representation in the most senior, higher paid roles across our organisation.

The data published in this report contains all colleagues based in the UK, irrespective of the size of the business entity they fall under. As such you may see different data points reported for Kerridge Commercial Systems Limited on the UK Government website, which only requires data on business entities with over 250 employees.



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It's more important than ever that our global and country policies promote equity and inclusion within Kerridge Commercial Systems; I'm confident we have a plan in place to work towards a diverse workforce at every level

Ian Bendelow, CEO

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Our aim is to increase the diversity of our workforce through various initiatives so that we attract, develop and retain top female talent across the organisation.

Stephen Lee, Finance Director UK & Ireland

What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average hourly earnings for men and women in an organisation, regardless of their roles.

All UK employers with more than 250 employees are required to report their Gender Pay Gap. The data is based on calculations set by the government and is significantly influenced by the difference in the number of men and women at various levels within the organisation.

Gender Pay Gap is not the same as Equal Pay. Equal Pay is the right for women and men to be paid the same for the same, or equivalent, work or work of equal value. Even when pay is equal, there may still be a gender pay gap.

How is the Gender Pay Gap calculated?

1. The Mean Gender Pay Gap is an average. It is calculated by adding up the relevant payments to all male employees and dividing this by the total number of male employees and doing the same for female employees. The Mean Gender Pay Gap is the difference between the mean figures for men and women.
2. The Median Gender Pay Gap is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the Median Pay Gap figure.



KCS Gender Pay Gap

The difference between the mean or median hourly rate of pay

	Mean	Median
Gender Pay Gap	22%	19%
Gender Bonus Pay Gap	35%	14%

KCS Analysis

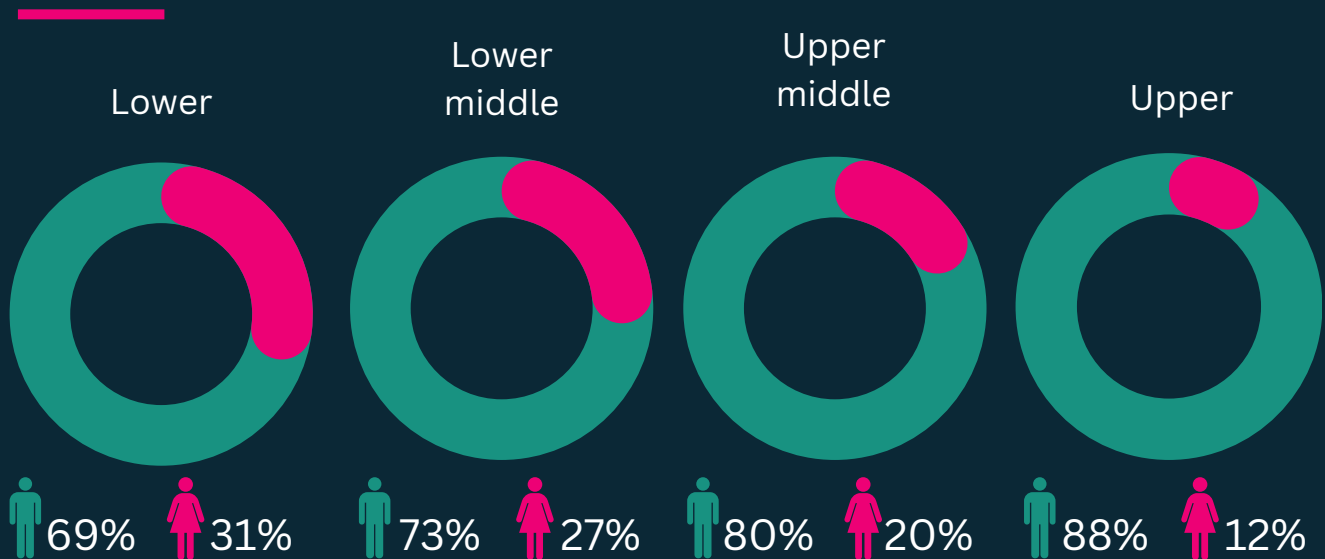
All pay calculations include all employees employed on 5/4/24 and total relevant compensation in the 12 months 1/4/23 - 31/3/24. The gender pay gap measures the difference (mean and median) in average hourly pay of the men and the women across an organisation, regardless of their role. We're confident in our approach to pay and reward for equivalent roles (Equal Pay), so this is not the cause of our gender pay gap.

The cause of the gender pay gap is the under-representation of women in senior roles. This under-representation means the average (mean) hourly pay for women is 22% less than the average (mean) hourly pay for men, and the mid-point Median hourly pay is 19% less for women.

Causes of the gender bonus pay gap include the under-representation of women in commission generating sales roles. This under-representation means the average (mean) hourly bonus pay for women is 35% less than the average (mean) hourly pay for men, and the mid-point (median) hourly bonus pay is 14% less for women.

KCS Gender Pay Gap by Quartile

Proportion of male and female employees in each quartile



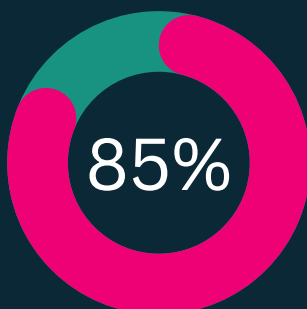
KCS overall gender split is 27.5% Female and 77.5% Male.

Women are less well represented in upper and upper middle management levels. We need to better support the women who already work here to progress, as well as attract more senior women to KCS.

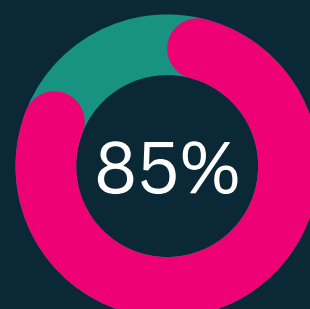
As a global company many of our female senior management are situated outside of the UK.

KCS Gender Pay Gap – Bonus Pay

% of Females
Receiving a Bonus



% of Males
Receiving a Bonus



Contractually all employees are eligible for bonus / commission.

Employees not receiving bonuses are those employees on performance improvement plans, under notice, or having joined KCS after the bonus payments were made for the year.

Closing the gap

Global Networking Activities

WOMEN IN
 LEADERSHIP
 TECH



Early Careers

KCS early careers building a diverse talent pool through talent development & career fair activities



Training & Recruitment



Building leadership skills of our managers in the areas of unconscious bias, coaching employees for growth and performance & interview techniques. Creating transparent learning paths to enable equal internal career growth.



Reviewing recruitment documentation & adverts to ensure the language is inclusive.



Flexible working



Hybrid



Part-time



Job-share



Flexible hours



Ensure work / life balance

Family



Enhanced maternity



Parental leave



Menopause policy





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