

# GENDER PAY GAP

## Kamac 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 362 employees in post on the snapshot date of 5th April 2022.

### Gender Pay Gap

Mean gender pay gap in hourly pay (ordinary)	-3.1%
Median gender pay gap in hourly pay (ordinary)	1.9%

Bonus Gender Pay Gap	%
Mean gender pay gap (Bonus pay)	-34.6%
Median gender pay gap (Bonus pay)	0.0%
Percentage of male employees paid a bonus	86.9%
Percentage of female employees paid a bonus	100.0%

Proportion of male and female employees in each quartile		
Quartile	Male	Female
Lower quartile	80.2%	19.8%
Lower middle quartile	85.6%	14.4%
Upper middle quartile	85.7%	14.3%
Upper quartile	85.6%	14.4%

Kamac 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 Kamac hold effective people models, supportive of gender spread in conjunction with its overarching strategy, goals and values.

Signed : 

Title: Managing Director

Dated: 21/03/2023

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Kamac Plc is the trading name of Kamac Ltd.

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

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