

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 368 employees in post on the snapshot date of 5th April 2025.

Gender Pay Gap

Mean gender pay gap in hourly pay (ordinary)	-10.26%
Median gender pay gap in hourly pay (ordinary)	7.34%

Bonus Gender Pay Gap	
No bonuses were paid during the reporting period.	
Mean gender pay gap (Bonus pay in the 12 months ending 31 March)	0%
Median gender pay gap (Bonus pay in the 12 months ending 31 March)	0%
Percentage of male employees paid a bonus	0%
Percentage of female employees paid a bonus	0%

Proportion of male and female full-pay relevant employees in each quartile		
Quartile	Male	Female
Lower quartile	84.78%	15.22%
Lower middle quartile	76.09%	23.91%
Upper middle quartile	93.48%	6.52%
Upper quartile	77.17%	22.83%

Kammac are undergoing a period of development. As such, it is reviewing all recruitment, on-boarding, development, appraisals and reward processes to ensure fair and equitable outcomes.

The Company is committed to improving gender balance across all levels of the organisation and continues to monitor progress against this objective.

Signed: 

Title: Compliance Director

Dated: 02/04/2026

Kammac Ltd.

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All goods carried subject to RHA 2020 conditions of carriage. All goods stored subject to UKWA 2024 conditions.



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