



Kerridge
Commercial Systems



Gender Pay Report

2023

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

About Our Company

At Kerridge Commercial Systems, 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.

This is the second year we have undertaken the Gender Pay Report for Kerridge Commercial Systems Ltd (KCSL). 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.



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



While it will take some time, we are diligently working to narrow this gap. 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.

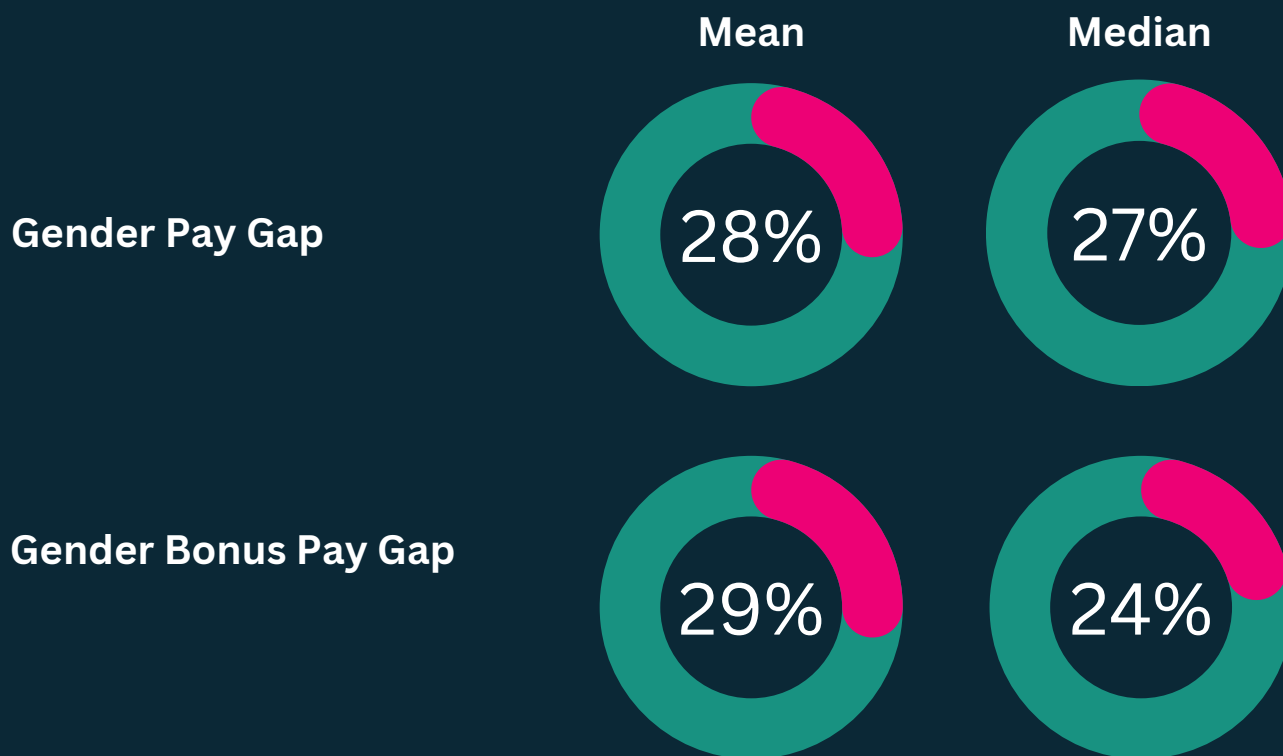
How is the Gender Pay Gap calculated?

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.



KCSL Gender Pay Gap

The difference between the mean or median hourly rate of pay



KCSL Analysis

All pay calculations include all employees employed on 1/4/23 and total relevant compensation in the 12 months 1/4/22 - 31/3/23. 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.

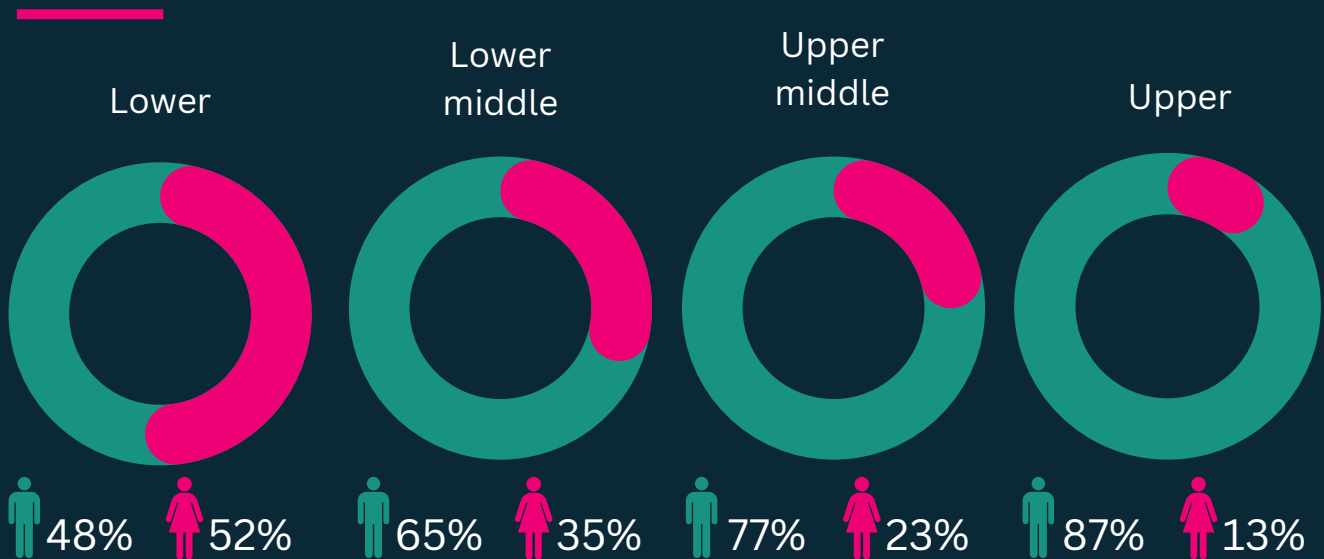
The cause of the **gender pay gap** is the under-representation of women in senior roles. This under-representation means the average (mean) hourly pay for women is 28% less than the average (mean) hourly pay for men, and the mid-point Median hourly pay is 27% less for women.

The cause of the **gender bonus pay gap** is the under-representation of women in commission generating sales roles. This under-representation means the average (mean) hourly bonus pay for women is 29% less than the average (mean) hourly pay for men, and the mid-point (median) hourly bonus pay is 24% less for women.

Our gender pay data analysis shows that the pay gap has increased in 2023 compared to 2022. This is influenced by a 13.5% reduction in females in the Upper middle quartile and an increase in females in the lower quartiles in 2022.

KCSL Gender Pay Gap by Quartile

Proportion of male and female employees in each quartile

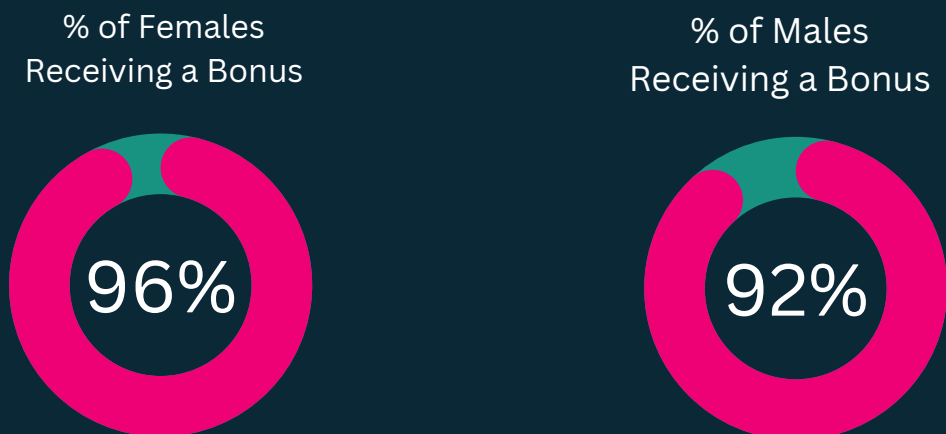


KCSL overall gender split is 31% Female and 69% Male.

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 KCSL.

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

KCSL Gender Pay Gap – Bonus Pay



Contractually all employees are eligible for bonus / commission.

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

How does KCSL compare...

Gender Pay Report

	Kerridge Commercial Systems	UK Avg	Tech Sector Avg
Employee headcount	Less than 250*		
Difference in hourly pay - Mean	28%	13%	16%
Difference in hourly pay - Median	27%	12%	16%
Percentage of women in each pay quarter			
Lower hourly pay quarter	52%		
Lower middle hourly pay quarter	35%		
Upper middle hourly pay quarter	23%		
Upper hourly pay quarter	13%		
Who recieved bonus pay?			
Women	95%		
Men	92%		
Difference in bonus pay			
Mean	29%		
Median	24%		

*Kerridge Commercial Systems are not obligated to report but are doing so because of our commitment to ESG

The Technology industry median pay gap in the UK is 16% vs KCSL at 27%.



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



Ensure work / life balance

Family





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