

K&T Heating Gender Pay Report 2022

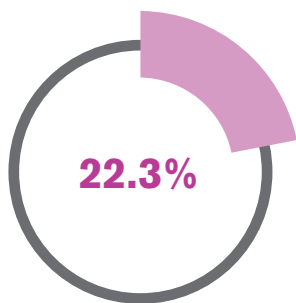
Our Gender Pay Results

Across the industry and in our Company, we recognise that our workforce is predominately male (at the snapshot date, 282 males in comparison to 81 females) with a high proportion of men in engineering roles.

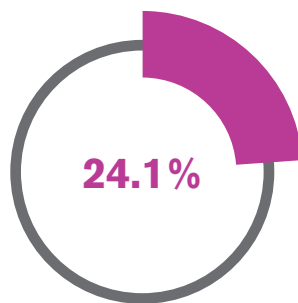
With the UK average gender pay gap recorded as 15.4% for 2021, further to our analysis below we recognise we have additional steps to take to further reduce this gap. We recognise that females are under represented which is particularly pronounced in engineering roles.

We are mindful that last year's results were atypical considering the unprecedented national circumstance of the coronavirus pandemic which brought a variety of challenges to the workplace, including furlough.

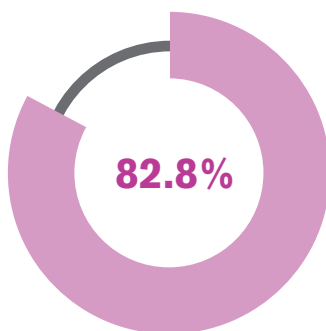
The charts below demonstrate the overall median and mean gender pay gap which accounts for those employed on the 'snapshot date' of 5th April 2021. The bonus gap is based on bonuses paid in the 12 months prior to 5th April 2021.



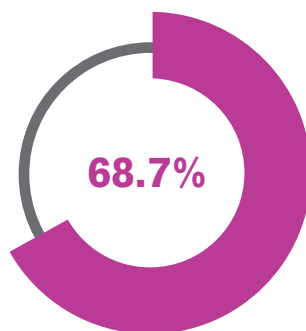
Mean pay gap
(2020/21: 18.1%)



Median pay gap
(2020/21: 21.1%)



Mean bonus gap
(2020/21: 72.7%)



Median bonus gap
(2020/21: 40.0%)

The mean pay gap is the difference between average hourly earnings of males and females, whereas the median pay gap is the difference between the midpoints of hourly earnings of men and women. It takes the middle salary from the lowest to highest.

Our calculations show that 51.9% of females received a bonus (61.9% in 2020/21) in comparisons with 22.0% of males (21.% in 2020/21).

The table below demonstrates the % of men and women and how they are spread across the company structure. This is shown in pay band quartiles, the lowest pay bands being A and B, and the higher levels being C and D.

K&T Heating			
Proportion of men/women within each pay band quartile			
Band	2021/22	2020/21	
Band A	Women 36.7%	29.4%	
	Men 63.3%	70.6%	
Band B	Women 21.5%	20.0%	
	Men 78.5%	80.0%	
Band C	Women 12.7%	10.5%	
	Men 87.3%	89.5%	
Band D	Women 8.9%	9.3%	
	Men 91.1%	90.7%	

Band A = Lowest pay band. Band D = Highest pay band

We will continue to look at how we engage with, and encourage, females into the industry in all disciplines, especially those in Engineering and at Leadership level.

K&T Heating will continue to make a long-term investment in our employees with a firm commitment to reducing our gender pay gap via initiatives such as our Equality, Diversity & Inclusion steering group and Gender & Equality working group.