

## Kindred: Gender Pay Gap Report 2024/25

We want to manage our business in a way that we can positively react and respond to environmental, social and economic issues. Our people are central to this. From their physical and mental wellbeing to their training & development, we want to ensure our staff are happy, healthy and motivated. We also want to create a positive and inclusive environment for everyone we work with. Narrowing our gender pay gap is therefore very important to us.

At Kindred, we are proud to say that our senior management team has an equal number of female and male representatives. We are taking active steps to ensure women play important roles throughout all levels of the company and are aiming towards there being no gender pay gap in either direction.

### Kindred Senior Management Team



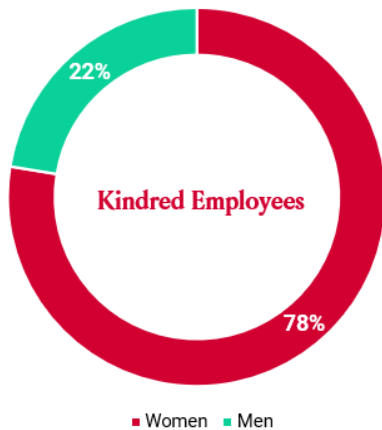
As at 11.02.25

We have outlined below some of the initiatives we are involved in to create an environment for all our staff to develop and thrive in.

- **Working with the [Living Wage Foundation](#):** The Living Wage is an independently calculated, voluntary rate of pay that is based on the cost of living. It is higher than the government's minimum and thousands of companies choose to pay these rates to their staff. We are a Recognised Service Provider proudly working with the Living Wage Foundation to promote the real Living Wage. Our cleaning teams carry out vital work for many organisations, and we believe that they should be paid at a rate that reflects the real cost of living, therefore we always provide a Living Wage costed bid as part of our proposals. This gives organisations the chance to decide if the Living Wage is right for them. In 2024, we won a Living Wage Champion Award.
- **We are signatories of the United Nations [Women's Empowerment Principles \(WEPs\)](#).** In adopting the principles, we are demonstrating our commitment to promoting gender equality and women's empowerment within our own business and the communities we work with. The Women's Empowerment Principles guide businesses on how to promote gender equality and empower women in the workplace, marketplace and community. Adopting the seven principles is the best way that businesses can deliver on the ambitions of gender equality and women's empowerment as outlined in the 2030 Agenda on Sustainable Development and in the 17 Sustainable Development Goals.

- Employer’s Initiative on Domestic Abuse (EIDA):** We’re proud to be a corporate member of EIDA. Domestic abuse disproportionately impacts females and as a cleaning company, we employ significantly more women than men. We are therefore focused on shaping our policies and procedures with EIDA to actively raise awareness, provide support, and take action against domestic abuse.

## Kindred Female vs Male Employee breakdown

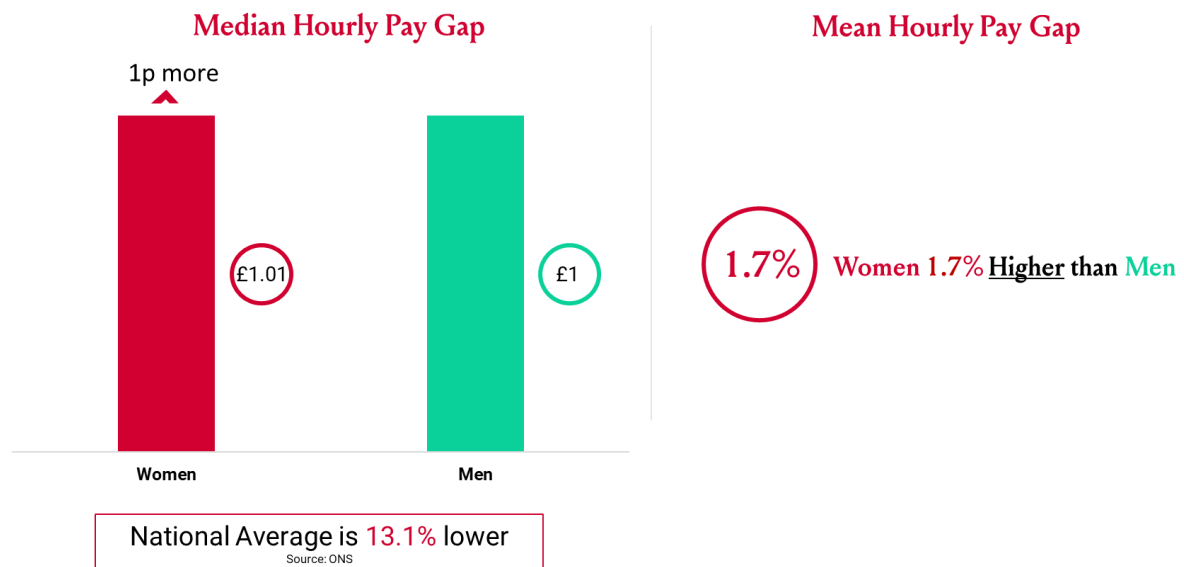


In reading our latest gender pay gap results, it is worth showing the split of our workforce to add some additional context to our figures. We have also provided some more information on how the various averages are calculated and what they are good at reflecting at the end of the document.

Snapshot Date: as at 5<sup>th</sup> April 2024

## Gender Pay Gap Results

Our report shows that for every £1 men earn, women earn 1p more when comparing median hourly pay. This equates to a 1.11% difference with women receiving the higher wage. In comparison, the UK’s national average median hourly pay gap for women is 13.1% lower than for men, proving that we are performing significantly better than most companies in this regard. If you are to use the mean as your method of calculation, our women’s mean hourly pay is 1.7% higher than our men’s.



Snapshot date: as at 5<sup>th</sup> April 2024

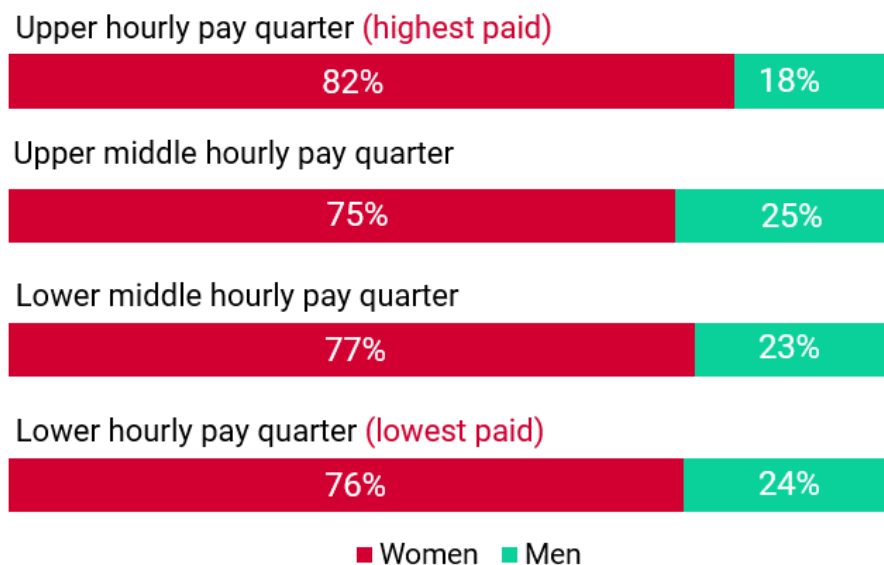
Our hourly rates are based on what is agreed with our clients depending on the location of our sites. All employees whether male or female will be paid the same rate (or higher for Supervisor roles).

Therefore, the number of our employees receiving higher or lower rates is dependent on how many of each gender apply for the positions (which on average tend to be more female than male).

## Pay Quartile Results

The chart below shows the percentage of men and women employees split into four equal sized groups based on their hourly pay. Pay quartiles are required to be reported as they generally provide a good indicator of women's representation at different levels of seniority throughout a company. Within Kindred, however, the proportion of cleaning operatives versus management personnel is over 2000 to 50 and therefore this may not be as relevant as for other industries.

### The percentage of women in each pay quarter



Snapshot Date: as at 5<sup>th</sup> April 2024

As you can see from the data above, women occupy 82% of the highest-paid jobs and 76% of the lowest-paid jobs.

## Bonus Pay Gap Results

In terms of bonus pay, women earn £1.27 for every £1 that men earn when comparing median bonus pay. Women's median bonus pay is 26.63% higher than men's. When comparing the mean (average) bonus pay, women's mean bonus pay is 612.39% higher.

### Who received bonus pay?

2.0% of women

1.8% of men

**Simon Wrenn**

CEO

In support of

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### WOMEN'S EMPOWERMENT PRINCIPLES

Established by UN Women and the  
UN Global Compact Office

#### About the Median & Mean\*

##### What is the Median?

A median involves listing all of the numbers in numerical order. If there is an odd number of results, the median is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.

Medians are useful to indicate what the 'typical' situation is. They are not distorted by very high or low hourly pay (or bonuses). However, this means that not all gender pay gap issues will be picked up. They could also fail to pick up as effectively where the gender pay gap issues are most pronounced in the lowest paid or highest paid employees.

##### What is the Mean

A mean involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Mean averages are useful because they place the same value on every number they use, giving a good overall indication of the gender pay gap. But very high or low hourly pay can 'dominate' and distort the figure.

\*Source: "About Median & Mean" [PENDERGATE LIMITED gender pay gap report for 2024-25 reporting year](#)