

GENDER PAY GAP REPORT 2023

On the snapshot date of 5th April 2023 WFEL Limited (A company of KNDS) employed 267 employees who were regarded as full pay relevant staff. Of those 267, 20 were female and 247 were male, representing 7.5% and 92.5% respectively. WFEL Limited (A company of KNDS) employs significantly more males than females which is in line with other companies working in the manufacturing sector.

The Gender Pay Gap is not the same as equal pay. The Gender Pay Gap is the difference between average male and female pay across the organisation and across all roles. Equal pay means that men and women receive the same pay for carrying out the same work or equivalent work. Having a Gender Pay Gap does not mean that men and women at WFEL Limited are not receiving equal pay.

This is our annual Gender Pay Gap report for the snapshot date of 5th April 2023:

- Our Mean gender Pay Gap is 14.48%
- Our Median Gender Pay Gap is 7.89%
- Our Mean Gender Bonus Gap is 0%
- Our Median Gender Bonus Gap is 0%
- Our proportion of males employees receiving a bonus is 0%
- Our proportion of female employees receiving a bonus is 0%

The Mean Gender Pay Gap is calculated by taking the average hourly earnings, including pay and bonus, and comparing the difference between men and women.

The Median Gender Pay Gap is the figure that falls in the middle range when employee pay and bonus and organised from smallest to largest and shows the difference between male and female mid-point pay.

There is no Gender Bonus Pay gap as no bonuses were paid in the snapshot period.

The table below shows our workforce divided into four equal-sized groups based on hourly pay rate. Quartile 1 includes the lowest-paid 25% of employees (the lower quartile) and Quartile 4 covers the highest-paid 25% (the upper quartile).

Pay Quartile	Males	Females	What is included in this band?
Quartile 1 (lower)	85%	15%	All employees whose standard hourly rate is within the lower quartile
Quartile 2 (lower middle)	97%	3%	All employees whose standard hourly rate is more than the lower quartile but the same or less than the median
Quartile 3 (upper middle)	93%	7%	All employees whose standard hourly rate is more than the median but the same or less than the upper quartile
Quartile 4 (upper)	96%	4%	All employees whose standard hourly rate is within the upper quartile

A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. Quartile 1 is the lowest group. Quartile 4 is the highest group. The figures in this table have been calculated using the standard methods used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Why do we have a gender pay gap?

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We aim to pay employees equally for the same or equivalent work, regardless of their sex (or anything else listed above). We:

- carry out annual pay and benefits reviews;
- annually evaluate job roles and pay grades to ensure fairness.

We have a gender pay gap because we employ fewer women than men, and we currently have fewer women than men in senior and professional roles.

Across the UK economy, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations). Men are more likely to be in technical and engineering roles, which are paid more highly than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time.


This pattern from the UK economy as a whole is reflected in the make-up of our organisation. Most line managers and senior managers are men.

What are we doing to address our gender pay gap?

We are committed to doing everything we can to reduce our gender pay gap. However, we also know this is a difficult task. For example, we have no control over what people choose to study or the career choices that they make.

We have introduced a flexible working policy for office-based staff and we are looking into more flexible shift patterns for those involved in manufacturing.

I, Ian Anderton, Managing Director, confirm that the information in this statement is accurate at our snapshot date of 5th April 2023.

Signed..........

Date.....12/3/24.....