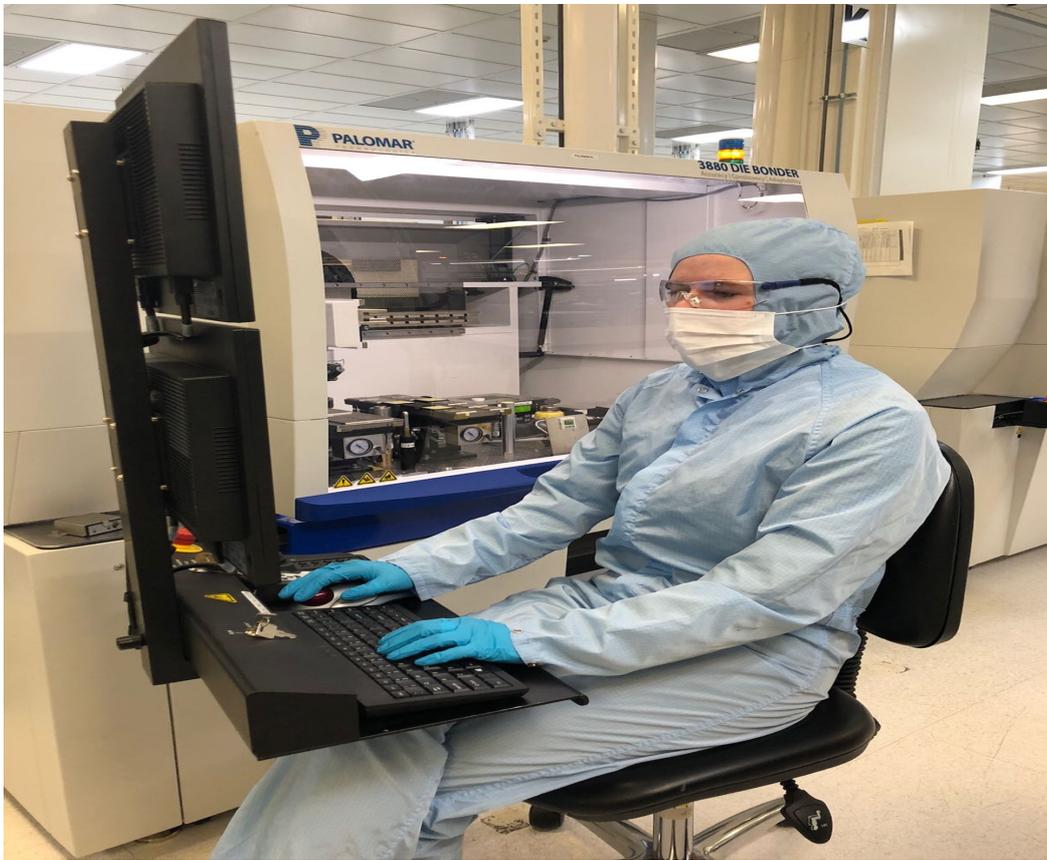


GENDER PAY GAP REPORT

2017



Introduction

We value our people and the contribution they make.

We pay them fairly for the work they do and we aim to create a working environment where there are equal opportunities for all our people so they can fulfil their potential and contribute to our business success irrespective of their gender.

The Government has introduced regulations for gender pay gap reporting for companies in the UK. The regulations are intended to encourage employers to take informed action to close their gender pay gaps where one exists.

Every year companies which employ more than 250 employees must report the following:

- Mean and median gender pay gap in hourly pay
- Mean and median bonus gender pay gap
- Proportion of men and women who receive a bonus
- Distribution of men and women across pay quartiles

The gender pay gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonus of male and female employees.

The gender pay gap is different to equal pay. The gender pay gap shows the difference between the average hourly earnings of men and women across the workforce, and is about addressing the representation of women in the workforce.

At Kaiam we ensure, through our reward policies and processes, there is no gender bias in our approach to pay.

Our Pay Gap Results

The figures represent our aggregated results which include all relevant employees in the UK. The regulations state that companies must publish data for all legal entities with more than 250 employees.

Gender Pay Gap (at 5 April 2017)

The figures to the right show the difference between the mean (average) and median (mid-point) hourly pay of all male and female employees, irrespective of their role, expressed as a percentage of male employees' pay.

Our average gender pay gap is 16%. This is lower than the current UK national average gender pay gap, which is 18.1%.

We have a gender pay gap because we employ two times more men than women and a greater proportion of our senior leadership team is male. This trend is not unusual for companies like ours because we employ large numbers of people with qualifications in science, technology, engineering and mathematics (STEM) related fields. The number of women who study and work in these fields is significantly less than the number of men and as a result we have to recruit from a much smaller pool of female talent.

16%

Mean Gender Pay Gap

0%

Median Gender Pay Gap

* Source Office of National Statistics 2016

Bonus Gender Pay Gap

(earned in 12 months preceding 5 April 2017)

These figures show the mean (average) and median (mid-point) bonus gap.

The reason we have an average bonus gap of 27% is because we have fewer women in senior leadership positions and fewer women in roles that attract higher levels of pay where the scale of the bonus potential is greater.

As previously described, this is due to the challenges we face recruiting females from STEM related fields.

27%

Mean Gender Pay Gap

0%

Median Gender Pay Gap

Proportion of employees who receive a bonus

(in 12 months preceding 5 April 2017)

Employees have an equal opportunity to participate in the programmes which make up the bonus calculation.

72%

Male

74%

Female

Distribution of all UK employees across pay quartiles

(at 5 April 2017)

The charts below show the gender distribution across our UK business in four quartiles based on pay bands.

There is a significantly greater proportion of male employees across all levels of our UK business and this is a direct reflection of the nature of our business and sector in which we operate.

Women are less well represented in the top quartile compared to the other three quartiles and this is a result of us having fewer women in senior leadership roles which sit in the top pay quartile.

Lower Quartile Lower Middle Upper Middle Top Quartile

Male 62%
Female 38%

Male 60%
Female 40%

Male 59%
Female 41%

Male 83%
Female 17%

Our Actions

We continue to recognise the need to increase the number of females we employ to improve our gender balance. To reduce the gender gap in our industry we are encouraging more women to join Kaiam Europe Ltd and we have put in place programmes and initiatives to support the development and progression of women in our industry.

- We are focused on encouraging more females to pursue a career in Stem areas through Working with Equate Scotland offering placement programmes and mentoring schemes we can create a sector which is inclusive and attractive to woman.
- Working with local secondary schools, to raise young people's awareness of the different career opportunities available within engineering, and to help dispel any misperceptions and stereotypes.

We confirm the information and data reported is accurate as of the snapshot date 5 April 2017.

Name: **Bardia Pezeshki, CEO**

Signed: 

Date: 20th March 2018

Name: **Helena Smith, HR Director**

Signed: 

Date: 20th March 2018