

Krinkels UK Gender Pay Gap Report

At Krinkels UK we encourage equality and diversity in our workforce. We are happy to publish our gender pay gap information as per the new regulations and have referred to the ACAS guidance when calculating our figures.

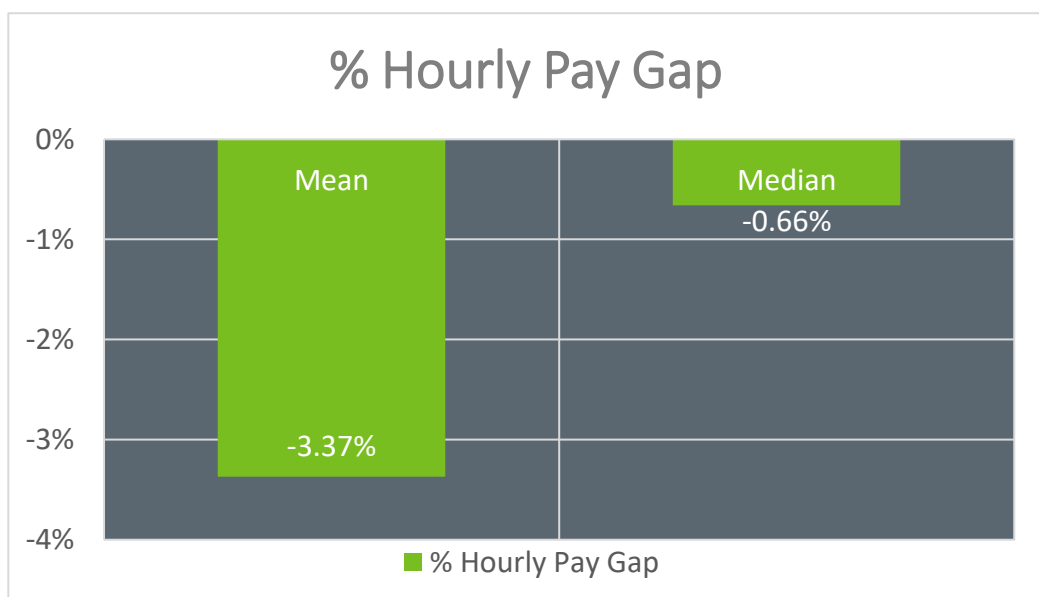
The statistics are calculated using the snap shot date 5th April 2025.

Gender Pay Gap

Our mean and median gender pay gap is negative so on average women are paid more than men. However, men and women doing equivalent jobs are paid the same.

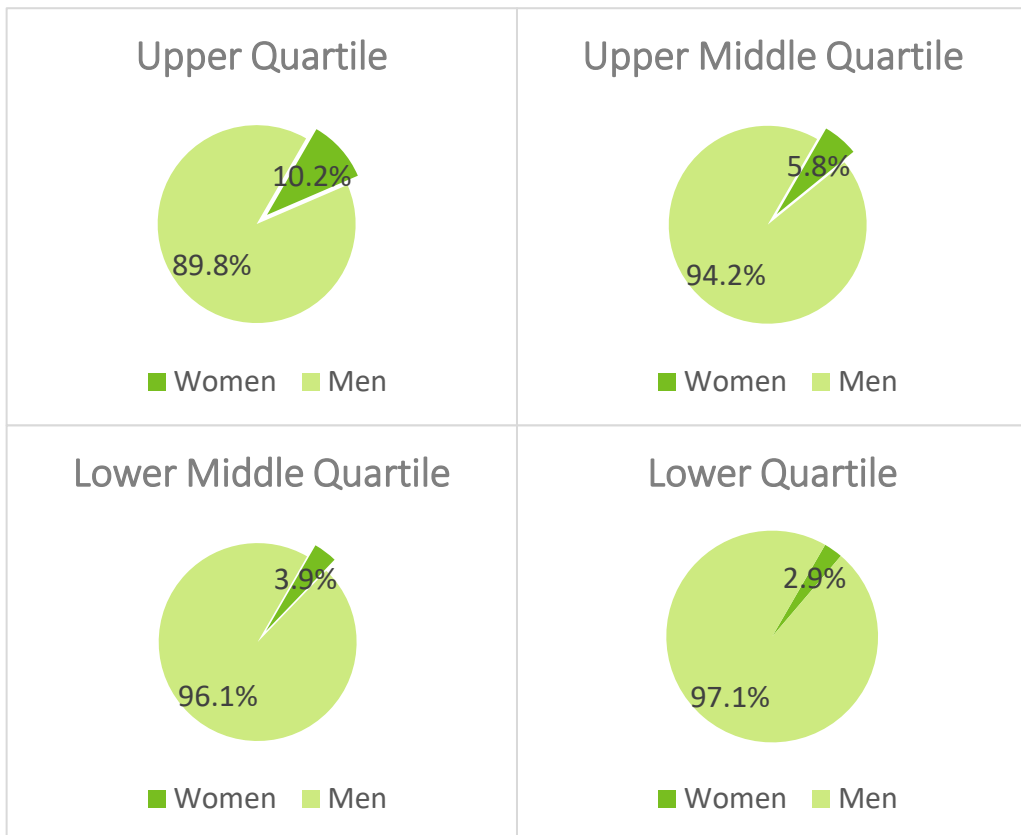
Two factors influencing our results are:

- our work force being predominantly male
- the small number of women employed in non-office based roles.
- the majority of women we employ are in administrative roles with higher than average rates of pay.



Pay Quartiles

Our pay quartile disclosures show an average male to female ratio of 94:6. We have split our workforce into 4 quartiles ranked by employees hourly rates. The majority of women are in the top 2 quartiles. This was expected due to the mainly administrative and management roles they undertake.



Bonus Pay Gap

Based on the mean and median average the bonuses paid to women are higher than mens. The reason for the large discrepancy between the mean and median average is that a large number of male employees from the non-office based workforce have received low value bonus payments. Although a lower proportion of women have received bonus payments they are of a higher value due to the positions they hold within the Company. As a result the midpoint of the two data sets shows a large variance.

