

Gender Pay Gap Report

PUBLISHED 4TH APRIL 2025

Kinleigh Folkard & Hayward



Snapshot Date: 5th April 2024

We know that in order to deliver on our mission to be London's leading property services group, our workforce needs to reflect the diversity of the city we operate in.

Kinleigh Folkard & Hayward





All organisations that employ over 250 employees are required to produce an annual report on their gender pay and bonus gap.

A gender pay gap is not the same thing as an equal pay gap. The gender pay gap is defined as the difference in the average earnings between men and women, over a standard period of time, regardless of the role they do.

We're confident that our gender pay gap is not a pay issue as our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

This neutrality also applies to our bonus structure and we acknowledge that the shape of our workforce drives our mean bonus gap in the same way it does our gender pay gap. We continue to work towards ensuring all of our roles are balanced between men and women.

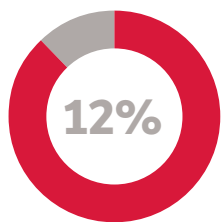
Paul Allerton

Group Finance Director at Kinleigh Folkard & Hayward

Ordinary Pay

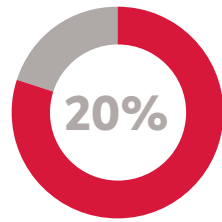
The gender pay gap is the difference between the average earnings of men and women across an organisation, expressed as a percentage, comparing 2023 to 2024. It does not relate to a pay difference for like for like roles held by men and women within the organisation. Of the two measures reported, the mean measurement provides a more representative picture of our business and is more useful in helping us shape future policies needed to close the gap.

As the data shows, improvements have been made to reduce both the pay and bonus gaps.



12%

Median

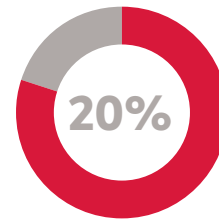


20%

Mean

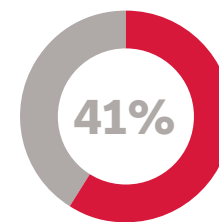
2024 Ordinary Pay Gap

The percentage ordinary pay gap between median value of male and female hourly pay is **12.36%** when employees are ranked from lowest to highest earner. When observing the mean percentage difference between male and female average hourly earnings is **20.15%**.



20%

Median



41%

Mean

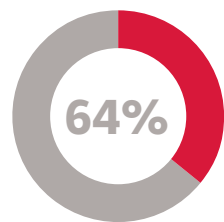
2023 Ordinary Pay Gap

The percentage ordinary pay gap between median value of male and female hourly pay is **20.27%** when employees are ranked from lowest to highest earner. When observing the mean percentage difference between male and female average hourly earnings is **41.25%**.

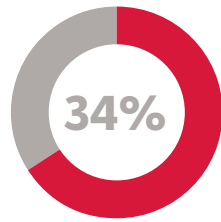
Bonus Pay

The bonus pay report looks at the number of eligible employees that received a bonus within the relevant time period, split by gender. Dataset consists of all bonuses paid in the 12 months prior to the 5th April 2024 snapshot and the preceding year, bonuses include commissions. Of the two measures reported, the mean measurement provides a more representative picture of our business and is more useful in helping us shape future policies needed to close the gap.

As the data shows, improvements have been made to reduce both the pay and bonus gaps.



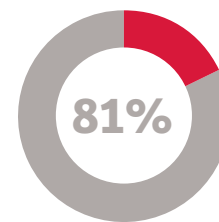
Median



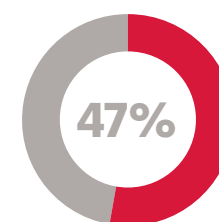
Mean

2024 Bonus Pay Gap

The percentage Bonus Pay gap between median value of eligible male and female employees is **64.58%** when employees are ranked from lowest to highest earner. When observing the mean percentage difference between eligible male and female employees bonus pay is **34.42%**.



Median



Mean

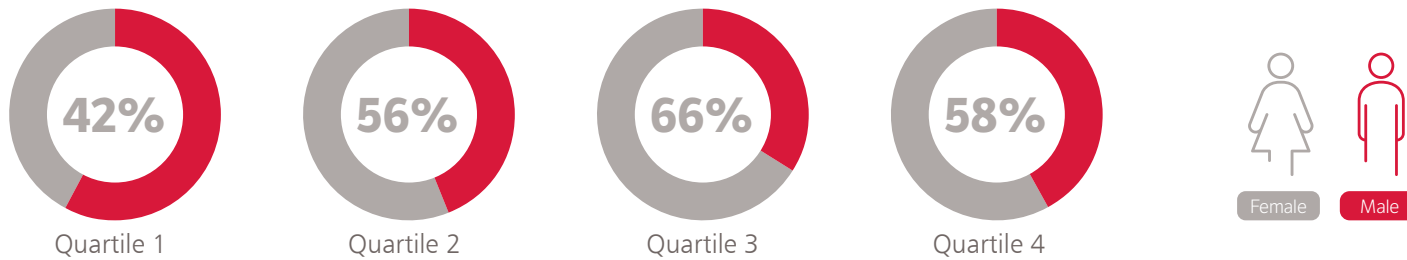
2023 Bonus Pay Gap

The percentage Bonus Pay gap between median value of eligible male and female employees is **81.95%** when employees are ranked from lowest to highest earner. When observing the mean percentage difference between eligible male and female employees bonus pay is **47.22%**.

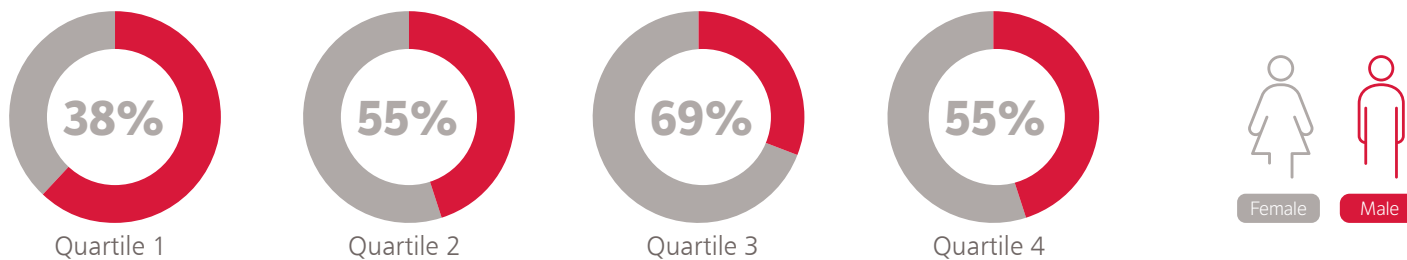
Gender Distribution

The following chart illustrate the gender distribution across the business in four equally sized quartiles.

2023-24



2022-23



Kinleigh Folkard & Hayward

