

KINTO U.K. Limited

# GENDER PAY GAP REPORT

Data snapshot  
26/04/2023

2023



## A WORD FROM OUR PEOPLE & CULTURE DIRECTOR



KINTO is not just your typical mobility company; it's a company with mobility at its core. Our mission is to infuse the mantra of 'mobility for all' into every facet of our operation, extending this ethos beyond our core business and deep into our workplace culture.

As one of the UK's foremost fleet management specialists and an ambitious player in the future of mobility solutions, we understand the importance of diligently scrutinising and addressing any systemic biases in our approach to fair compensation. With our roots deeply entwined in the automotive and finance sectors, we acknowledge the longstanding challenges arising from those sectors being traditionally male-dominated.

Although positive changes are in motion and the gender representation is moving towards parity, our data reveals that the primary driver of our gender pay gap remains the under-representation of women in higher-level positions and we are dedicated to addressing this.

This report isn't merely a compilation of data; it's a testament to our unwavering commitment to actively engage in initiatives that bridge the gender pay gap and champion equal opportunities.

The information in this report is a fair and accurate representation of KINTO's Gender Pay Gap.

**DENA BOND**  
DIRECTOR OF  
PEOPLE &  
CULTURE





## WHAT IS GENDER PAY GAP (GPG)

The gender pay gap represents the disparity in average earnings between male and female individuals within a given organisation.

This concept should not be confused with equal pay comparisons, which specifically address variations in compensation between men and women engaged in identical or comparable roles, or work of commensurate value.

The gender pay gap is typically expressed as a percentage, with women's earnings compared to men's earnings.

As of 2022, the gender pay gap in the UK was around 14%. However, the size of the gap varies across industries, occupations, and regions. The financial sector features right at the top with the highest pay gap.

The gender pay gap attributes to various factors, including occupational segregation (where women concentrate in lower-paying jobs), differences in work experience, educational attainment, and the impact of motherhood on career progression.

The UK has implemented several legal measures to address the gender pay gap. One of the most notable is the Gender Pay Gap Reporting Regulations, which require large employers to publish data on their gender pay gap annually.

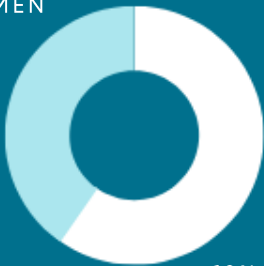
## MEAN GPG COMPARISON

KINTO U.K. LIMITED 18%

FINANCIAL SERVICES SUB-SECTOR (UK) 28%

## TOTAL FULL PAY RELEVANT EMPLOYEES

40%  
MEN



60%  
WOMEN

**223 EMPLOYEES**  
AS OF 26/04/2023

## HOURLY PAY GAP

18%

MEAN

21.7%

MEDIAN

## BONUS AWARDED

WOMEN 96%

MEN 93%

## BONUS PAY GAP

27%

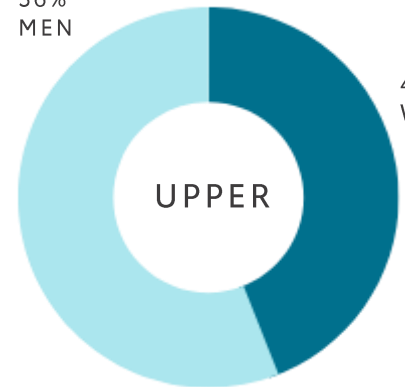
MEAN

37%

MEDIAN

## QUARTILE PAY BAND PERCENTAGE

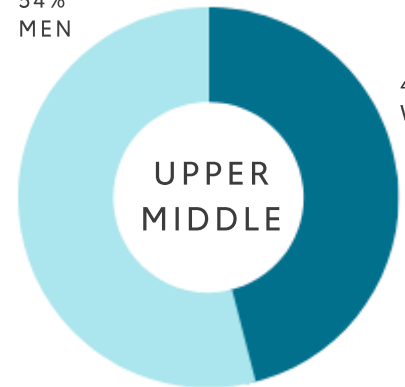
56%  
MEN



44%  
WOMEN

UPPER

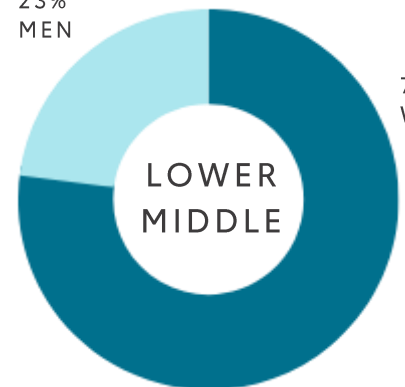
54%  
MEN



46%  
WOMEN

UPPER  
MIDDLE

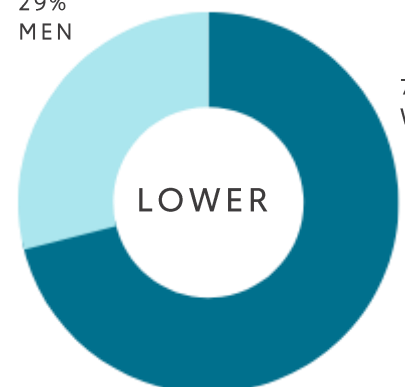
23%  
MEN



77%  
WOMEN

LOWER  
MIDDLE

29%  
MEN



71%  
WOMEN

LOWER

## OUR GENDER PAY GAP

The primary factor contributing to our gender pay gap is an uneven distribution of male and female employees throughout our organisation.

Currently, there exists an underrepresentation of women in senior positions compared to men, while a higher percentage of women occupy more junior and less-paid roles. Many organisations with a large customer-facing workforce find themselves in a similar situation.

We embrace the fact that our less experienced people represent our future senior leaders, and as such, we are embracing learning and development to accelerate career progression.

This investment intends to unlock the full potential of all individuals within the business, which we believe will ultimately translate into improved gender balance at the senior ranks, thereby reducing the gender pay gap.





# WHAT ARE WE DOING TO ELIMINATE OUR GENDER PAY GAP

Our People & Culture team at KINTO is working tirelessly to ensure that diversity, equity, and inclusion become an integral part of every step in our employees' journey. In an industry that has historically been male-dominated, we acknowledge that rectifying the gender gap at senior levels is a complex, ongoing challenge. However, we are committed to promoting gender equality and narrowing the pay gap. While this report marks our first comprehensive analysis of the gender pay gap, we are excited to report that numerous initiatives are already making a positive impact across various areas.

## RECRUITMENT

- Eliminating finance and automotive jargon from job ads
- Revamping our role profiles to appeal to a more diverse talent pool
- Accommodating special requests during interviews
- Selecting candidates purely on merit and potential
- Increasing role flexibility wherever possible
- Promoting Diversity, Equity and Inclusion throughout our external communications

## CULTURE

- Emphasis on flexibility
- Hybrid working
- Flexible working requests
- Monthly wellbeing hour
- Wellbeing events
- Menopause awareness
- Volunteer days
- Sabbatical leave
- Enhanced maternity/paternity pay
- Premature baby leave/pay
- Platform to support staff wellbeing

## LEARNING & DEVELOPMENT

- Monthly learning hour
- Further education funding, supporting professional qualifications
- LinkedIn Learning hour
- Secondment options to broaden knowledge
- Experience for Life - £250 per year for learning a new skill (non-work related)

## IMPLEMENTED POLICIES

- Diversity Equity and Inclusion (DE&I) Policy
- Wellbeing Policy
- Menopause Policy
- Further Education Policy
- Equal Opportunities Policy
- Dignity at Work



## NEW GRADING STRUCTURE

Furthermore, we've recently implemented an enhanced reward structure aimed at bolstering transparency in our compensation system and diminishing the influence of subjective judgements in salary decisions.

Our salary grades are now meticulously defined, incorporating key factors like impact, influence, and decision-making levels. Each grade now comes with a distinct starting salary, thereby ensuring a consistent approach across the company.

This initiative's goal is to proactively promote reduction of reward-based discrimination across the company.



# KINTO

## OUR FOCUS AREAS

### TALENT DEVELOPMENT

One of our key focus areas for the coming years is a steadfast focus on KINTO's internal talent development. We recognise we have a number of skilled individuals in our entry-level positions and we are committed to supporting their progression into managerial and executive roles.

### FLEXIBILITY

Flexibility is what KINTO is all about, and it applies to our core mobility business as well as our workplace. We already offer hybrid working and we are happy to 'talk flexible working' at the front end of our recruitment process. KINTO is constantly looking for ways to make the company a more flexible place to work and attract the best and most diverse talent.

### FAMILY SUPPORT

While we are already ahead of the pack when it comes to our enhanced maternity leave, we want to do more. With the societal progress underway, we will keep looking for new ways of supporting diverse family structures to strike the right work-life balance for everyone.

### RECRUITMENT

Our recruitment team targets to attract a wider and more diverse pool of candidates. Removing all industry jargon and actively accommodating the specific needs of candidates helps us to create a more vibrant and inclusive workforce.