

KAPP & PETERSON LTD

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Kapp & Peterson Limited Gender Pay Gap Report 2025

1. Executive Summary

This report outlines the gender pay statistics for our workforce within Kapp & Peterson Limited on the 31st of June 2025. Our analysis reveals an interesting trend: while the workforce is predominantly male (86%), the **gender pay gap is negative** across most of the organization.

This means that, on average, female employees are earning more per hour than male employees within the same quartiles, driven largely by high female representation in senior or specialized roles.

2. Workforce Profile

- Total Employees:** 57
- Gender Split:** 86% Male (49) | 14% Female (8)
- Work Pattern:** Most of the workforce is full-time. Only 8 employees work part-time. (7 male, 1 female).

3. Hourly Remuneration Gap (By Quartile)

The "gap" represents the percentage by which male pay exceeds female pay. A **negative percentage** indicates that females earn more.

Quartile	Mean Gap (%)	Median Gap (%)
Lower	-0.29%	0.00%
Lower Middle	-1.41%	-2.38%
Upper Middle	+3.51%	+3.90%
Upper	-11.09%	-32.32%

Key Finding:

- In the **Upper Quartile**, women earn more than men (a 32.3% median gap in favour of women). This suggests that the small number of women in the company are concentrated in high-value, senior, or highly technical positions.

4. Pay Quartile Distribution

This table shows the gender proportions within each pay bracket:

Quartile	Male %	Female %
Upper	73.33%	26.67%
Upper Middle	92.86%	7.14%
Lower Middle	92.86%	7.14%
Lower	85.71%	14.29%

Women have their highest proportional representation (26.67%) in the **Upper Quartile**, which explains the negative pay gap in that bracket.

5. Bonus & Benefits

- **Bonus Participation:** 100% of both male and female employees received an annual voucher, and 100% of eligible male and female employees received a performance-related bonus in the previous twelve-month period. There is total gender parity in bonus eligibility.
- **Benefits-in-Kind:** 0% of the workforce (both genders) received non-cash benefits.

6. Conclusion & Objectives

- The data reflects a very equitable environment where women are well-represented across our pay structure. In fact, in 75% of our pay brackets, women's average hourly earnings are slightly higher than those of their male colleagues, indicating that our internal progression paths are working effectively.
- **Growing Our Diverse Workforce:** While women currently represent 14% of our team, their competitive earnings across the board provide a powerful foundation as we move to scale female representation across the company.
- **Leadership Development Strategies:** We will continue to support our middle quartiles, where representation currently sits at 7.14%. By focusing on the recruitment and retention of talented women in these pivotal roles, we are committed to building a robust, sustainable leadership pipeline for the future.