

Gender Pay Gap 2023



At Kerv we support and celebrate diversity and inclusion. It's not only about 'fitting in' – it's about belonging and belief. We are committed to creating a culture where everyone feels valued and accepted. Diverse skillsets, career experience and varied backgrounds deliver better results for our customers and make Kerv a truly great place to work for our Kervers.

This is the first year that Kerv has been required to publicly report its Gender Pay. We recognise there are improvements that can be made and are committed to increasing our female representation at Kerv and diversity more broadly.



The average pay for men is greater than that for women. The Gender Pay Gap compares the average pay for all men and all women.

The Gender Pay Gap compares the average pay for all men and all women. Since 1997, the gap in pay has been monitored on a UK national level (the UK gap is 9.1%). Kerv monitors its Gender Pay Gap across all its locations.

Gender Pay Reporting is often incorrectly believed to be the comparison of pay for men and women who perform the same role. This is not the case and is covered (in the UK) by the Equal Pay Act (1970) which requires employers to pay men and women the same for work of equal value. Our UK statutory requirement is to complete an annual report on the Gender Pay Gap for UK-based employees, this is the information that we submit to the UK government Gender Pay Gap Service.



The Calculations

The Gender Pay Gap produces a calculation which reflects the difference between the average hourly pay of all men and of all women. Pay gaps exist for multiple reasons, these include having different numbers of women in certain levels of roles that have different rates of pay.

The calculations explained:

Mean (or average) Pay Gap:

We take the average of the hourly pay rates for our women and then do the same for our male team members. The pay gap is the percentage difference between the two averages. If the percentage was negative this would show that a positive Gender Pay Gap existed.

Median Pay Gap:

To get this data, we sort all the females from lowest to highest hourly paid, we take the hourly pay of the middle female (i.e. if we had just 11 females it would be the sixth females' hourly rate). We do the same for the male population. The Median Pay Gap is the percentage difference between the middle of our female population and the middle of our male population.



Our 2022-2023 Results

On the snapshot date, globally Kerv was 29.0% female at which time we had over 550 employees, we had a global mean (all countries) Gender Pay Gap of 23.8%.

Kerv's UK Gender Pay reporting is on the UK government website (here). Within this data group, our mean UK Gender Pay Gap was 16.4% with a median UK Gender Pay Gap of 18.3%. Our employee gender split was 26.3% female.

In India, we had over 200 employees with 33.8% female. The mean Gender Pay Gap in India was 18.4% with a median India Gender Pay Gap of 15.4%.

Snapshot date: 05-04-23



UK Gender Pay Gap

Mean Gender Pay Gap

16.4%



350 employees



India Gender Pay Gap

Mean Gender Pay Gap

18.4%



201 employees

Median Gender Pay Gap

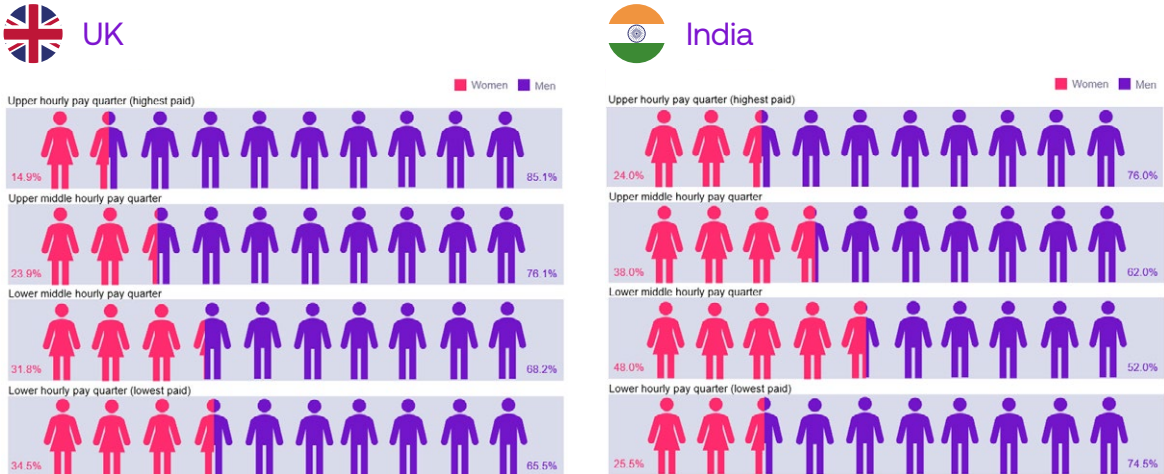
15.4%



Our Gender Pay Gap is driven by a lower proportion of women at senior levels and a lower proportion of women in more highly remunerated roles. We have made strides in increasing the proportion females into Kerv; over 30% of our hires in the period were female. Increasing our overall population of females by over 30 and taking our overall proportion of females from 25.8% to 26.3% in the UK.

Kerv's Pay Quartiles

These diagrams show the proportion of males and females in each pay quartile. This means, of the higher paid UK employees in Kerv (quartile 1), 14.9% of these are female. In India this number is 24.0%.



In the UK, we see the largest proportion of females in the lower two quartiles, our India data is slightly better.

We have (and will) continue to bring females into more junior roles across our organisations. Whilst impacting our results negatively we see this as a positive step as we increase our efforts to develop female talent and promote them through the organisation. We believe this will deliver long term results for Kerv and the Tech sector.

The lower percentage of UK females in the top quartile is due in part do the composition of the leadership teams of the businesses acquired by Kerv and th lower representation of women in senior roles and more highly remunerated roles. We continue to focus on this as an improvement area.



Kerv's Pay Quartiles

Kerv's mean UK Bonus Pay Gap was 59.6%, with a median UK Bonus Pay Gap of 39.8%. Within the UK, 27.9% of men received a bonus, compared to 26.1% of women.

Our Bonus Pay Gap is driven by having lower representation of women in roles traditionally associated with higher commissions and incentive payments, e.g., senior sales and sales roles.





Our Focus – Building Something Special

We are committed to reducing our Gender Pay Gap and constantly seek to identify and address ways to close the gap. It is one part of a broader strategy to ensure we at Kerv are building something special and building it to last. Where we want everybody to feel valued, included and love working together. We have an uncompromising pursuit of amazing employee experience, we know we have work to do to relentlessly support the promotion of diversity, equality, inclusion and belonging. Some of our action items include:



Investing in Female Leadership

In the period covered by the Gender Pay Gap report, 20% of the leaders added to our General Management Team (GMT) were female. Kerv is committed to increasing this as the company grows and is taking proactive steps in both developing our existing female talent and are working tirelessly to attract new female talent.



Developing Female Talent

We've established our women@Kerv network, which continues to provide opportunities for women across the organisation; from networking, to training and skills building to building a sense of community. We're also rolling out a dedicated stream of our Kerv mentoring programme to focus on the development of our women.



Diversifying Recruitment

We have developed our own unconscious bias training that is available to all our staff. The focus is in building awareness and supporting the education of all as part of having a diverse and inclusive work environment. We now utilise gender decoders on our recruitment adverts to remove bias and attract more women. We're also partnering with our recruiting agencies to ensure they provide us with more diverse candidate pools.

kerv