

Gender Pay Gap 2024-25

At Kerv, our mission is to harness technology for the good of our people, customers, society and the planet. Achieving this depends on building a diverse, inclusive culture where everyone belongs.

Now in our third year of Gender Pay Gap reporting, we continue to see positive progress. We have made positive steps to increase globally our female representation and are now seeing the impact. There are encouraging improvements across several pay quartiles in both the UK and India with India recording a substantial improvement in its mean pay gap.

We recognise there are areas requiring continued focus. In the UK, the mean pay gap increased slightly, this is partially due to a concentration of men in commission and incentive based roles. We remain committed to tackling these longer term challenges.



| What is Gender Pay Reporting?

Gender Pay Reporting measures the difference in average pay between all men and all women in an organisation. It is not a comparison of pay for the same role (covered by the Equal Pay Act 1970).

Kerv reports annually to the UK Government's Gender Pay Gap Service. Nationally, the technology sector continues to show one of the widest gaps, with women earning 17.5% less on average, up from 16% the previous year. **Source.**

In April 2025, the UK gender pay gap for full time employees stood at 6.9% (down from 7.0%) according to the **Office for National Statistics.**

For a full explanation of how mean and median pay gaps are calculated, see government guidance ([link above](#)).

UK Gender Pay Gap (technology)



17.50% lower pay



| Our 2024–2025 Pay Gap Results (2023–2024)

Kerv's UK Gender Pay reporting is on the UK government website ([here](#)).

Global

- 812 employees (686), 32.4% female (30.0%)
- Global mean pay gap: 23.5% (22.2%)

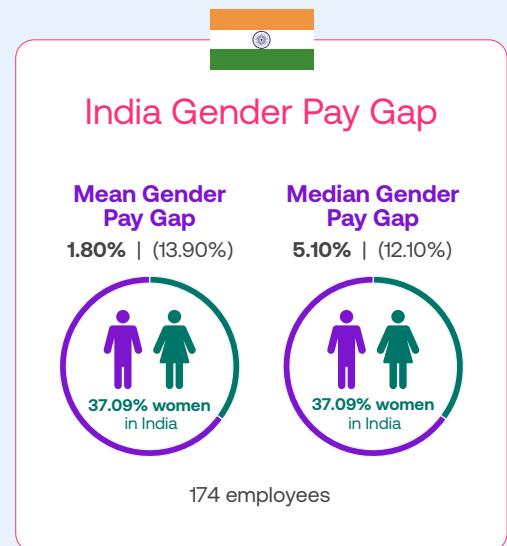
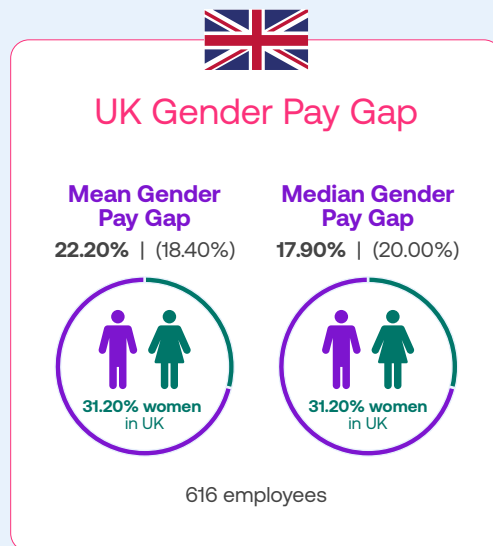
UK

Full results published on the UK Government website.

- 616 employees; 31.2% female (29%)
- Mean pay gap: 22.2% (18.4%)
- Median pay gap: 17.9% (20.0%)

India

- 174 employees; 37.9% female (35%)
- Mean pay gap: 3.5% (13.9%)
- Median pay gap: -1.9% (12.1%)



| Proportion of Women at Kerv

Female representation continues to rise:

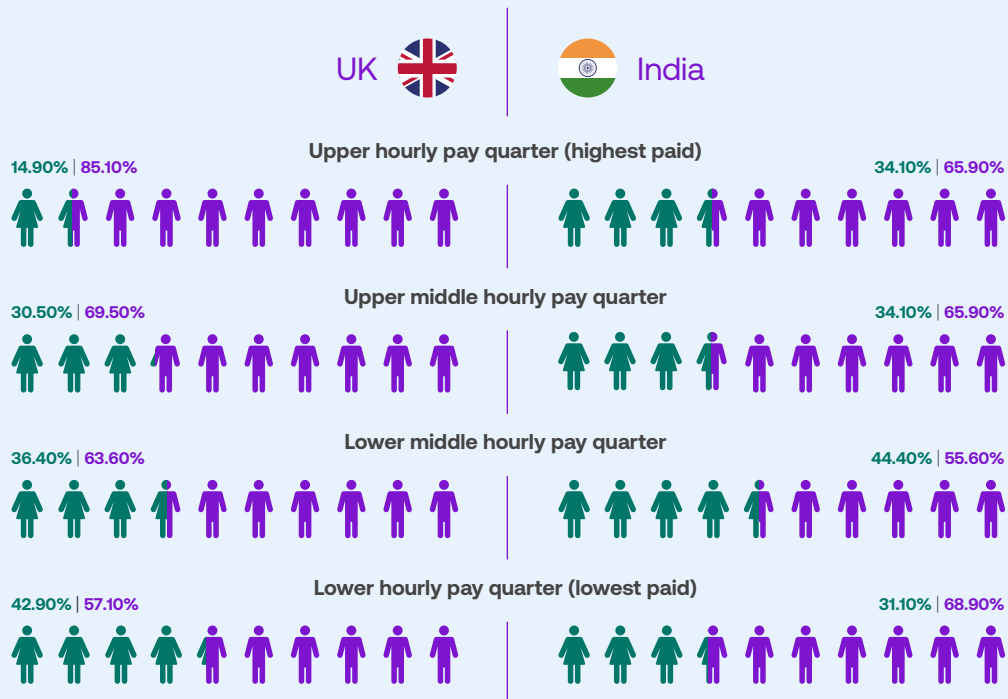
- UK: 31.2%, up from 29%
- India: 37.9%, up from 35%

This builds on last year's global figure of 30%, reflecting strong momentum in hiring and supporting female progression.



| 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% (19.3%) of these are female. In India this number is 34.1% (25.5%)



| Kerv's UK Bonus Gap

- Mean bonus gap: 62.0% (85.8%)
- Median bonus gap: 36.7% (32.5%)
- Bonus recipients: 36.6% of men vs 25.5% of women

The gap is primarily driven by fewer women in commissioned sales roles, though this year's 20 point reduction in the mean female bonus gap is a very positive step.





| We are proud of some of the steps we've taken globally within Kerv

Women@Kerv Community

- Continued strengthening our network activity with regular communication and events
- Increased visibility of women's stories and career journeys

International Women's Day

- Multisite and virtual programme with panels, Q&As and career focused sessions
- Raised visibility of diverse female role models and helped shape future support

Women's Health & Inclusive Workplace

- Launched menopause guide and delivered a fertility awareness session
- Expanded support for women, nonbinary and gender diverse colleagues

External Impact

- Strengthened our partnership with BelEve, offering mentoring, career insight and volunteering to young women in the UK
- Supported young women outside Kerv while advancing social value goals



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