



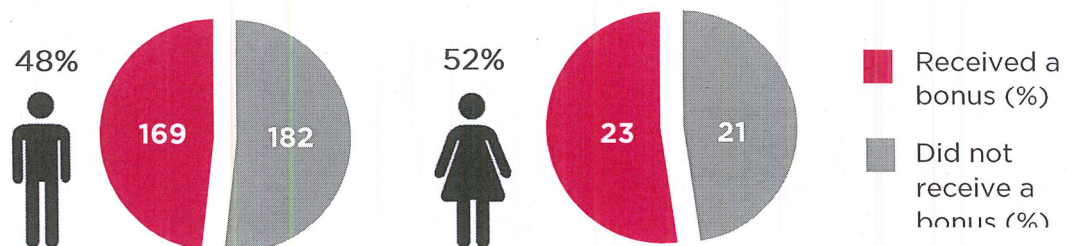
## 2019 Gender Pay Gap Report & Supporting Statement

We are passionate about fairness, inclusion and equal opportunities and are committed to reducing our gender pay gap.

### Pay & Bonus Gap

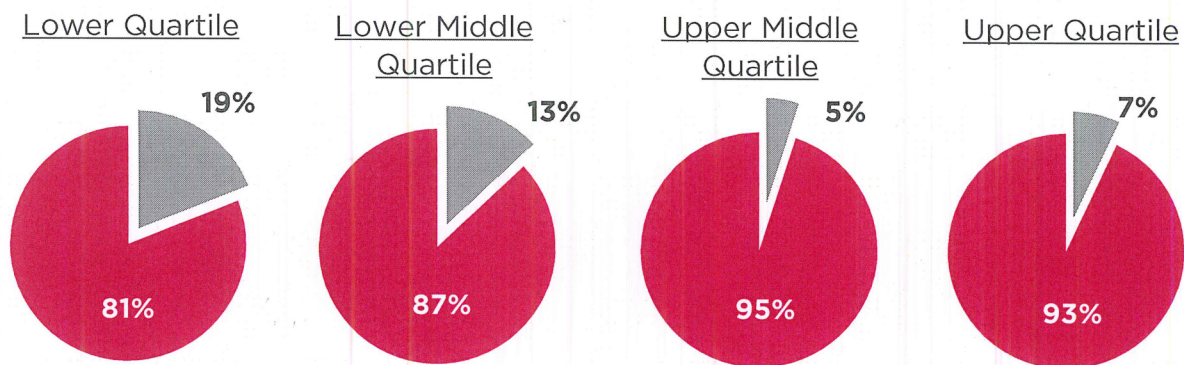
Difference between men and women		
	Mean	Median
Hourly fixed pay	12.9%	16.4%
Bonus paid	+53.4%	-100%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5<sup>th</sup> April 2019). It also captures the mean and median difference between bonuses paid to men and women at KMF Precision Sheet Metal in the financial year up to 2019.



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### Pay Quartiles



The above image illustrates the gender distribution at KMF Precision Sheet Metal across four equally sized quartiles, each containing approximately 99 employees. We are confident that men and women are paid equally for doing equivalent jobs across our business.

KMF are continually committed to moving towards a complete gender balance across the KMF Group and are confident that our gender pay gap will reduce over forthcoming years.

I confirm that the data in this report is accurate at the time of publishing.

Gareth Higgins  
Group Managing Director