

Gender Pay Gap

Information for Reporting Period – 5 April 2018



Inclusion, fairness and equality sit at the heart of our culture at Kainos. Since reporting our first Gender Pay Gap report last year, we have begun to implement initiatives across the organisation to ensure that we continue to be a business where both talent and diversity are valued.

“We recognise that achieving real change in the technology sector and in our business will not happen overnight. Despite this reality, at this stage we have only made incremental progress in closing our Gender Pay Gap, and we clearly acknowledge that there is more work to be done. We continue to take appropriate steps to lay the foundations for the years ahead, as we strive to have more women in senior roles, further support flexible working initiatives and inspire the next generation of talent.

As a business, it is important to note that we have assessed all the data and we can confirm that we operate equal pay between male and female colleagues operating in the same or similar roles.”

Brendan Mooney, CEO

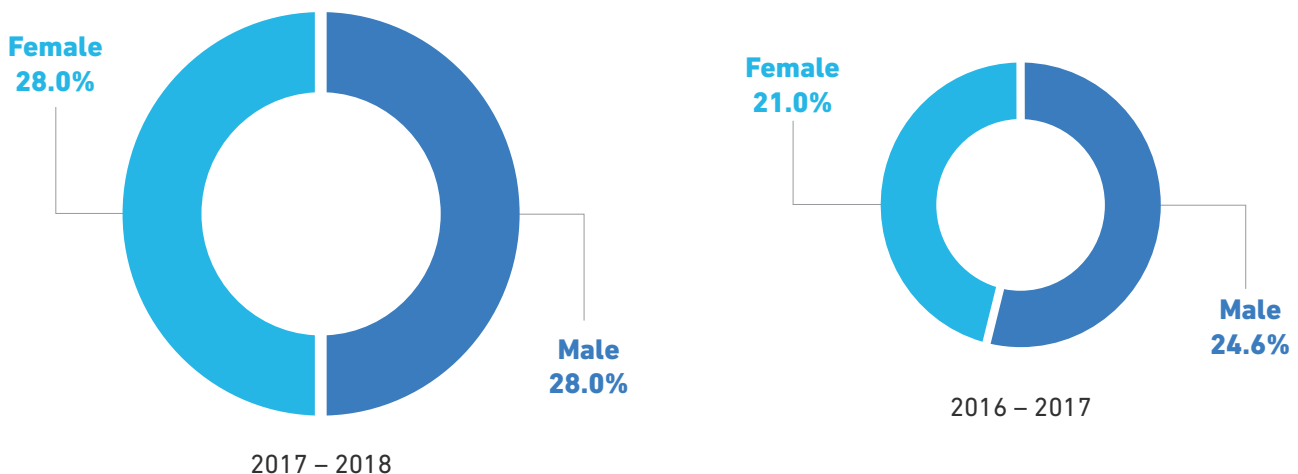
Gender Pay Gap - Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (i.e. 5 April 2018). It also captures the mean and median difference between bonuses paid to men and women at Kainos Group PLC for the financial year 2017-2018.

	Mean Pay Gap 2017/18	Mean Pay Gap 2016/17	Median Pay Gap 2017/18	Median Pay Gap 2016/17
Hourly fixed pay	19.9%	20.0%	12.5%	14.7%
Bonus Paid	59.6%	54.6%	50.4%	31.3%

Gender Pay Gap – Bonus Breakdown

The proportion of men and women receiving a bonus in Financial Year 2017-18 is as follows:



Pay Gap – Gender Grouping Quartiles

The table below shows the overall gender grouping quartiles at the snapshot date (i.e. 5 April 2018).

Quartile	Female	Male	Total
Lower Quartile	90 (34.9%)	168 (65.1%)	258
Lower Middle Quartile	68 (26.4%)	190 (73.6%)	258
Upper Middle Quartile	79 (30.7%)	178 (69.3%)	257
Upper Quartile	51 (19.8%)	206 (80.2%)	257

Action Plan – Progress Update

Central to our ambition to closing the Gender Pay Gap at Kainos is attracting, developing and retaining talent. In 2017 we set out our action plan to increase the proportion of women in the business to 38% by 2025. We will achieve this through the company's recruitment, development and retention strategies. We have made progress against those initiatives and are continually looking at ways to improve on them.

Flexible working arrangements

We offer a range of flexible working options, which includes home working, part-time working, and flexible hours. We encourage our colleagues to take advantage of these arrangements to ensure they can properly balance their responsibilities. These flexible options contribute to our exceptionally high maternity return rates.

Inspiring the next generation

In 2018, we continued to focus on reaching the next generation of talent in different stages in life, with programmes for primary school age (Code Club), secondary school age (CodeCamp) and school leavers (Earn As You Learn). We've seen an increase in the number of females across a number of these initiatives, helping build the pipeline of female talent for the future. In particular, CodeCamp attendees were 37% female, up from 25% in 2017.

Returners programme

In 2018 we have furthered our commitment to female returnees, by committing to hosting a Data Science Bootcamp in Birmingham in conjunction with Microsoft, in May 2019. This was launched on International Women's Day and the aim of this Bootcamp is to attract females who want to upskill within Data Science and return to a career within the Tech sector.

Being transparent and accountable

In 2018 we launched our Diversity and Inclusion Steering Group which has co-ordinated our participation in activities such as Pride, and the celebration of International Women's Day around the world. The group also commissioned an external, independent Diversity review, which has helped define our diversity vision, agreeing our strategy and creating an action plan – collectively these measures will allow us to build momentum in the year ahead.

Recruitment

We are committed to a recruitment process that is free from bias. As part of upskilling our managers and ensuring we deliver on this, we conduct interview skills training across the firm. Over the last 12 months, we have rolled out interview packs for all Capability areas, ensuring consistency and fairness in our assessment process. Additionally, we have reviewed all our job descriptions, interview questions and job advertisements to ensure that they are gender-agnostic.

For more information, please visit our website:
www.kainos.com

**I can confirm that these measures are in place
and that the information present is accurate.**


Brendan Mooney, CEO

Appendix 1 - Kainos Software Ltd reporting only

As a company, we are most interested in the gender composition and pay gap across the entire organisation, rather than just in the UK, and these are the figures that we have included earlier in this report. However, the legislation is focused only on UK employees and only where the number of employees exceeds 250.

For Kainos, this means that all non-UK colleagues and all colleagues employed by our Kainos Evolve and Kainos WorkSmart subsidiaries are excluded from the calculations.

Included below, for completeness, are the figures that we have submitted to the Government Equalities Office, which relate to 478 staff out of the 1,030 employed as at 5 April 2018. (46%).

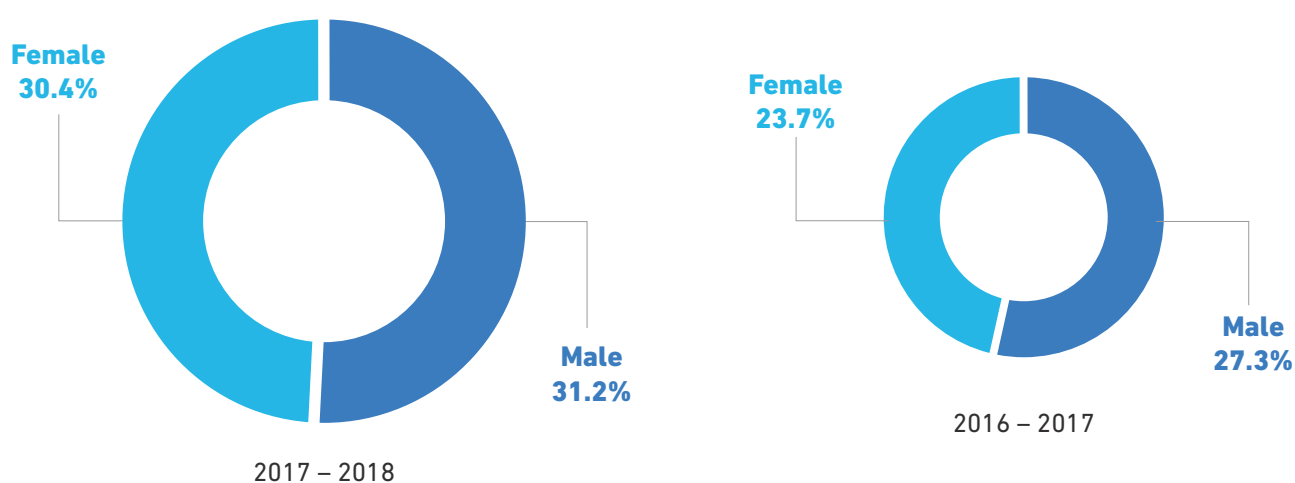
Gender Pay Gap - Mean and Median Figures

	Mean Pay Gap 2017/18	Mean Pay Gap 2016/17	Median Pay Gap 2017/18	Median Pay Gap 2016/17
Hourly fixed pay	24.8%	24.8%	18.2%	20.0%
Bonus Paid	62.0%	62.2%	46.5%	28.8%

Table showing Kainos Software Ltd only

Gender Pay Gap – Bonus Breakdown

The proportion of men and women receiving a bonus in Financial Year 2017-18 is as follows:



Gender Pay Gap – Gender Grouping Quartiles

Quartile	Female	Male	Total
Lower Quartile	49 (41.2%)	70 (58.8%)	119
Lower Middle Quartile	32 (26.9%)	87 (73.1%)	119
Upper Middle Quartile	33 (27.5%)	87 (72.5%)	120
Upper Quartile	24 (20.0%)	96 (80.0%)	120