

KNDS Defence UK Limited Gender Pay Gap Report 2025

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap is not the same as equal pay. The Gender Pay Gap is the difference between average male and female pay across the organisation and across all roles. Equal pay means that men and women receive the same pay for carrying out the same work or equivalent work. Having a Gender Pay Gap does not mean that men and women at KNDS Defence UK Limited are not receiving equal pay.

On the snapshot date of 5th April 2025 KNDS Defence UK Limited employed 364 employees who were regarded as full pay relevant staff. Of those 364, 26 were female and 338 were male, representing 7.1% and 92.9% respectively.

This is our annual Gender Pay Gap report for the snapshot date of 5th April 2025:

Mean Gender Pay Gap:	18.37%	
Median Gender Pay Gap:	3.02%	
Mean Bonus Gender Pay Gap:	91.78%	
Median Bonus Gender Pay Gap:	82.54%	
Proportion of Males and Females receiving a Bonus payment	Male:	3.55%
	Female:	19.23%

- The Mean Gender Pay Gap shows the difference between the mean hourly rate of pay that male and female employees receive.
- The Median Gender Pay Gap shows the difference between the median hourly rate of pay that male and female employees receive.
- The Mean Bonus Gender Pay Gap shows the difference between the mean bonus pay that male and female employees receive.
- The Median Bonus Gender Pay Gap shows the difference between the median bonus pay that male and female employees receive.

The table below shows our workforce divided into four equal-sized groups based on hourly rate of pay. Quartile 1 includes the lowest-paid 25% of employees (the lower quartile) and Quartile 4 covers the highest-paid 25% (the upper quartile).

Proportion of Males and Females in each quartile pay band	Male Lower Quartile	90%
	Female Lower Quartile	10%
	Male Lower Middle Quartile	96%
	Female Lower Middle Quartile	4%
	Male Upper Middle Quartile	92%
	Female Upper Middle Quartile	8%
	Male Upper Quartile	93%
	Female Upper Quartile	7%

We are committed to the challenge in our business and across the UK to eliminate any gender pay gap. We promote equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation,

gender reassignment or disability. We aim to pay employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

Why do we have a gender pay gap?

KNDS Defence UK Limited manufactures products such as large rapidly deployable bridges and armoured vehicles for the Defence Sector. This typically involves a large portion of our workforce operating in a factory environment and roles such as Welders, Fabricators, Fitters and Machinists, which historically haven't been particularly desirable professions to women.

The Office for National Statistics (ONS) recorded in April 2025 the Manufacturing Industry was represented by 72% male workers and 28% female workers remaining the same as in 2024. Our workforce make-up of 7.1% female and 92.9% male workers also remained the same, however the number of full pay relevant staff increased by 29.5% from April 2024 to April 2025.

The percentage of male and female employees remained the same due to 6 new female employees since April 2024 compared to 0 new female employees between April 2023 and April 2024. However, our average gender pay reduced from 19.11% in April 2024 to 19.37% in 2025. We have also seen a 4% increase in the percentage of female employees in the upper quartile pay band from 2024 to 2025.

What are we doing to address our gender pay gap?

We know that this is a difficult task, however we are committed to doing everything we can to reduce our gender pay gap:

- We monitor the number of male and female applicants that we receive for roles advertised and where possible, we ensure more than one suitable female candidates are shortlisted.
- We use standard skill-based assessments for assessing candidates for welding roles.
- We use standard interview questions and selection criteria based only on skills, qualifications & experience relevant to performing the role duties and responsibilities.
- We use structured interviews where possible to limit unconscious bias.
- We have improved workplace flexibility options, primarily for office-based roles and offer different shift patterns where practicable for manufacturing and production roles.
- We carry out annual pay and benefits reviews evaluating job roles and pay grades to ensure fairness.
- We provide enhanced maternity pay.
- We carry out leadership and development training encompassing unconscious bias and Equality, Diversity and Inclusion training to our hiring managers.

I, Anthony Webb, Operations Director, confirm that the information in this statement is accurate at our snapshot date of 5th April 2025.

Signed 

Date...2nd March 2026.....