

# UK Gender Pay Gap Report 2024



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## Introduction

At Kyndryl, belonging is our superpower and is a core part of The Kyndryl Way, the culture we foster right across our global business. At Kyndryl, belonging drives employee engagement and engaged employees create better outcomes for our customers and our company. Our culture of empathy, trust and belonging helps attract and retain highly skilled talent, enabling us to advance the vital systems that power human progress. Our vision is to be empathetic and devoted global citizens. This is reinforced by our strategic priorities.

Our strategic priorities are:

- An inclusive culture: To drive a culture where Kyndryls feel a sense of inclusion and belonging.
- Diverse teams: To attract, develop and retain diverse talent across the business and geographies.
- Inclusion in our Business and Operations: To embed our priorities in every part of our business.
- Community Engagement and Advocacy: To cultivate opportunity in underserved communities.

We are proud that our Empathy and Inclusion Index, which measures the extent to which leaders are building an environment of empathy and trust where Kyndryls feel they belong, is near best in class for the second consecutive year. According to our fiscal 2024 Annual Engagement Survey, 90% of Kyndryls who responded feel they are treated with respect, and 86% feel they can be themselves at work.

## Kyndryl Inclusion Networks (KINs)

Our Kyndryl Inclusion Networks (KINs), open to all Kyndryls, play a critical role in empowering empathetic and inclusive teams. KINs are company-sponsored, employee-led resource groups open to all Kyndryls and dedicated to creating spaces where they can find and provide support and advice. They play a vital role in our inclusive environment where Kyndryls are valued and empowered to succeed.

### Our companywide, enterprise-level KINs include:

- WIN (Women)
- LGBTQ+ & Allies
- True Ability (People with Disabilities / Neurodiversity)
- BeKIN (Black)
- Hispanic / Latino
- Asian Pacific Islander
- Native / Indigenous / First Nations
- Veterans KIN within UK & Ireland

Executive sponsors champion and support the work of the KIN leaders and in the UKI, together with our Wellbeing Community, to co-create a safe space for supporting each other. This environment empowers everyone to bring their whole selves to work, individually and collectively, and to support the activation of our culture, which is called the Kyndryl Way.



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## Kyndryl UK certified as Great Place to Work

In 2024, Kyndryl was proud to be Certified™ by Great Place To Work® in the UK. The prestigious award is based entirely on what current employees say about their experience working at Kyndryl. Great Place To Work is the global authority on workplace culture, employee experience, and the leadership behaviors proven to deliver market-leading revenue, employee retention and increased innovation.

According to [Great Place To Work research](#), job seekers are 4.5 times more likely to find a great boss at a certified great workplace. Additionally, employees at certified workplaces are 93% more likely to look forward to coming to work, and are twice as likely to be paid fairly, earn a fair share of the company's profits and have a fair chance at promotion.

"At Kyndryl, we are a people-centric business focused on being at the heart of progress for our customers and our communities," said John Chambers, President UK and Ireland. "As a company focused on being an employer of choice, we've built a differentiated culture —The Kyndryl Way — to attract, retain, develop and engage a highly-skilled workforce. Core to that culture is maintaining an inclusive, engaging and flexible work environment that supports our people — Kyndryls — to grow their skills and deliver for our customers. The award is a testament to our amazing employees who are committed to shaping our business as a place they wish to work and where they can show up as their authentic selves."

In addition to the Great Place to Work accreditation, Kyndryl UK has been awarded the #1 best technology company to work for in the UK, as well as #6 in the best large companies in the UK. Our commitment to inclusion also earned us the HRO Today EMEA DEI Excellence Award.



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### Headlines from our Women's KIN

Our Women's KIN is the largest Kyndryl Inclusion Network in UK and Ireland. The Women's KIN has reinvigorated squads for this year to address key topics for this community across:

- Events: Engaging through internal, customer, and partner ecosystem events such as roundtables, face-to-face workshops and panels, and convening externals networks.
- TechSheCan: Cultivating a strong partnership in support of a UK-based non-profit organisation dedicated to improving the ratio of Women in Technology.
- Women in Tech: Highlighting our Women in Technical career paths, offering a sense of camaraderie and experience-sharing, as well as elevating talent or external recognition.
- Professional Growth: Enabling Kyndryl talent with the tools and skills to own their career journey, building confidence to pursue career growth opportunities.
- Cross-KIN Integration: Strong collaboration with the Well-Being KIN to focus on Women's Health and engaging regularly with other KINs. We have a Menopause Policy supported regular 'Pause Cafes', which are open to all Kyndryls.

These refreshed squads enable the UK&I Women's KIN to support attracting, retaining and consistently engaging top talent. They foster inclusion and a sense of belonging while also creating a platform for networking and learning.



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## The Gender Pay Gap (UK)

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### What is Gender Pay?

Gender Pay is not the same as equal pay:

- The Gender Pay Gap shows the mean and median earnings (fixed, variable and bonus remuneration) of men and women, using aggregated data for all jobs at all levels. It is not an indication of pay inequality as the women and men may be in different jobs.
- Equal pay compares the pay of women and men carrying out the same or similar work, or work of equal value, considering level and job type.
- At Kyndryl, we are committed to fair and equitable compensation that allows us to attract and retain top talent. We regularly conduct equal pay analyses to identify and address any disparities, reinforce our dedication to paying fairly for contributions, and continue to evolve our pay practices.

## Mean Versus Median

Mean is the average: the sum of values divided by the total number of values. Median is the midpoint of the data set: half the values will be less than the median, half will be above.

## Kyndryl Gender Pay Gap Results 2024

Our results this year show a similar Gender Pay Gap as last year for Hourly pay. The analysis is based on the government’s methodology, using hourly rates of pay as of the snapshot date of 5 April 2024 and bonuses paid in the 12 months up to 5 April 2024, for headcount on 5 April 2024. Kyndryl continues to outperform the technology sector, given the sector-wide Gender Pay Gap in the UK is 15.6%, according to [Outsource UK](#).

Our data is influenced by several factors such as recruitment, attrition, employee movement, promotions and growth strategy, all which can have an impact on the overall composition of our workforce, which can affect our year-over-year gender pay gap data.

## Kyndryl Gender Pay Gap 2024

<u>Year</u>	<u>Hourly pay gap mean</u>	<u>Hourly pay gap median</u>	<u>Bonus pay gap mean</u>	<u>Bonus pay gap median</u>	<u>Proportion of men who received bonus</u>	<u>Proportion of women who received bonus</u>
2024	9.6%	8.5%	29.7%	5.5%	90.6%	88.8%

## Hourly Pay Quartile Figures

Hourly remuneration is sorted from lowest to highest and divided into four equal population sizes, to show how the distribution of men and women varies according to each pay quartile.

<u>Year</u>	<u>Employees in lower pay quartile</u>		<u>Employees in lower middle pay quartile</u>		<u>Employees in upper middle pay quartile</u>		<u>Employees in upper pay quartile</u>	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
2024	71.1%	28.9%	77.1%	22.9%	79.0%	21.0%	80.3%	19.7%

I confirm that Kyndryl’s gender pay calculations are accurate and meet the requirements of the Regulations in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Globally, Kyndryl is the world’s largest provider of IT infrastructure services, serving thousands of enterprise customers in more than 60 countries. We continue to amplify Inclusion and Belonging in all that we do and commit to build an inclusive future for our employees.



John Chambers  
President, UK & Ireland  
For and on behalf of Kyndryl UK Limited



# kyndryl.

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