

As an employer we are required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and to publish the results on our own website and a government website within one calendar year of April 5th 2017.

Gender Pay Gap Analysis

Gender Pay Gap: mean	-2.3 %
Gender Pay Gap: median	0 %
Bonus: mean	-1108.6 %
Bonus: median	-1111.9 %
Proportion of men receiving a bonus	2.3 %
Proportion of men women a bonus	2.3 %
Proportion of M/F in a lower quartile	43.6 % / 56.4 %
Proportion of M/F in a lower middle quartile	34.6 % / 65.4 %
Proportion of M/F in a upper middle quartile	34.6 % / 65.4 %
Proportion of M/F in a upper quartile	27.3 % / 72.7 %

KT & T Ltd found out that there was No Gender pay gap on mean salaries between male and female employees, and -2.3 % pay gap on the median hourly rate. This means that there is a very slightly higher rate of pay for female employees at KT&T Ltd.

Across KT&T Ltd the same percentage (2.3 %) of female employees and of male employees received bonus payments. The average bonus for a female employee is much larger than the average one for a male employee because senior management at KT&T is predominantly females.

This is where we need to work more, by aiming to attract more males in a female environment.

The distributions of males and females within each quartile shows that there is a higher percentage of female staff than male staff in each of them due to the fact that the number of female employees is about twice as the number of male employees at KT&T Ltd. The percentage is increasing along the pay scale as more females are involved in higher pay jobs within the company.

KT&T Ltd is committed to promoting gender pay equality, and working towards to positively influence any pay gaps.

I confirm that the calculations provided are accurate and meet the requirement of the legislation.

Manouela Kostadinova

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Director