

UK Gender Pay Gap 2023 Report



Contents

2	Introduction	4	Promoting Women's Wellbeing
3	Kyndryl Inclusion Networks (KINs)	4	Flexible working
4	Increasing our Female Talent Pipeline	5	Women in the community
4	Developing Female Leaders	6	Kyndryl Gender Pay Gap 2023



We pride ourselves on being empathetic and devoted global citizens who strive to make the world better and more inclusive for our employees, customers and communities.”

Introduction

At Kyndryl, we embed Inclusion, Diversity and Equity (ID&E) in every aspect of our business, creating a diverse workforce and inclusive, equitable culture. This culture helps deliver exceptional customer service and advance the vital systems that power human progress.

We pride ourselves on being empathetic and devoted global citizens who strive to make the world better and more inclusive for our employees, customers and communities. This is reinforced by our strategic priorities.

Our priorities aim to:

- Drive a culture where Kyndryls feel a sense of inclusion and belonging
- Attract, develop and retain diverse talent across all levels and geographies
- Embed our ID&E priorities in every part of our business
- Cultivate opportunity and promote equity in underserved communities

Kyndryl Inclusion Networks (KINs)

Our KINs are company-sponsored, employee-led resource groups that are organized around a shared identity. These are open to all Kyndryls to join and participate in. They work together to create an engaging and inclusive experience for members and continue the advancement of their respective communities. Our KINs present in the UK and Ireland (UK&I) are as follows:

- LGBTQ+ KIN
- Race and Ethnicity KIN
- True Ability KIN
- Women's KIN
- Wellbeing Community

Executive sponsors champion and support the work of the KIN leaders 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.

Specifically, our UK&I Women's KIN is proactively driving key initiatives across four core workstreams. These are:

1. Networking and Recognition
2. Careers and Promotions
3. Mentoring and Sponsorship
4. Return to Work

These workstreams are focused on improving the employment experience of all Kyndryls (male and female) and help enable Kyndryl to be an employer of choice. Drivers include development and retention of all talent and those with a specific impact on the female population.

“
Our KINs are company-sponsored, employee-led resource groups that are organized around a shared identity.”



Kyndryl UK Named to Newsweek's List of the Top 100 Most Loved Workplaces for 2023

Kyndryl UK has been ranked No. 40 among 100 UK companies recognised for outstanding employee sentiment and satisfaction by Newsweek. The 2023 Top 100 Most Loved Workplaces® are the result of a collaboration with the Best Practice Institute (BPI), a leadership development and benchmark research company. The list recognises companies that have created a workplace where employees feel respected, inspired and appreciated, and are at the centre of the business model.



Increasing our Female Talent Pipeline

Kyndryl is committed to increasing Gender Representation at all levels. We have enterprise-wide priorities to help increase the level of female diversity with our candidate pipeline for both internal promotions and external hiring. We are committed to creating candidate shortlists that are representative of our organisation, aligned to our strategic priorities and the communities in which we operate and serve.

Developing Female Leaders

Our Developing Leaders Programme, designed for Kyndryls who identify as women, was initially launched in December 2022. This has the specific aim of intentionally driving engagement and the career advancement of female talent. It is a curated, self-paced program that provides access to learning materials from leading business schools, as well as coaching and mentoring opportunities.

Promoting Women's Wellbeing

We have a Menopause Policy to provide guidance, direction and support to women and their managers, raise awareness and break the stigma surrounding menopause at work. This policy is supported by manager education sessions and regular 'Pause Cafes', which are open to all Kyndryls. These 'Pause Cafes' give all at Kyndryl the opportunity to come together and openly discuss their experiences and challenges.

Flexible working

We are committed to providing all employees with flexible working choices, helping them achieve a greater work-life balance and supporting those that may have other responsibilities, whether as a parent or carer.



Women in the community

Volunteering within our communities is a core part of our Kyndryl culture, and this reinforces our Social Impact (Corporate Social Responsibility) strategy. There are many locally based activities arranged by our Community Hub groups as well as, official UK&I sponsored activities. These include:

- **Tech She Can:** Kyndryl UK is an official sponsor of 'Tech She Can,' supporting its mission to ensure everyone has the opportunity to participate in developing technology, and for women to play an equal role in how our world works, looks, thinks and feels. Our Tech She Can Champions help inspire young people, especially girls, to study technology and choose technology careers, through mentoring and special workshops.
- **The Prince's Trust:** Our Kyndryls regularly volunteer in specific Prince's Trust-arranged volunteering activities centered around helping and inspiring our future generation of leaders. In addition, we support key initiatives such as the Brilliant Breakfast, Prince's Trust World of Work Tour, and Future Steps.
- **Skills Builder:** Working in partnership with Skills Builder, we provide opportunities for our Kyndryls to share their business skills and insights with students for their future careers. The Skills Builder Partnership is a global movement of employers, educators, and impact organisations working together to ensure that one day, everyone builds the essential skills to succeed.
- **Partnering with our customers:** At Kyndryl we proactively drive Social Impact activities with our customers for the benefit of our local communities. These activities have included celebrating International Women's Day, by sharing inspiring stories from customers and employees in social media.

“

Volunteering within our communities is a core part of our Kyndryl culture, and this reinforces our Social Impact (Corporate Social Responsibility) strategy.”

The Gender Pay Gap (UK)

With the goal of promoting greater gender diversity, the UK Government requires all employers with 250 or more employees to disclose their gender pay gap on an annual basis.

What is Gender Pay?

Gender pay is not the same as Equal pay:

- The Gender Pay Gap shows the mean and median earnings of men and women, using aggregated data for all jobs at all levels. It is not an indication of pay inequality as the men and women may be in different jobs.
- The Equal Pay Gap compares the pay of women and men carrying out the same or similar work, or work of equal value, considering level and job type.

Mean versus Median

Mean is the average: the sum of all 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 2023

Year	Hourly pay gap mean	Hourly pay gap median	Bonus pay gap mean	Bonus pay gap median	Proportion of men who received bonus	Proportion of women who received bonus
2023	10.24%	8.14%	27.22%	0.17%	93.51%	94.44%

Year	Employees in lower pay quartile		Employees in lower middle pay quartile		Employees in upper middle pay quartile		Employees in upper pay quartile	
	Men	Women	Men	Women	Men	Women	Men	Women
2023	70.4%	29.6%	78%	22%	80.5%	19.5%	78.7%	21.3%

I confirm that Kyndryl's gender pay calculations are accurate and meet the requirements of the Regulations. We have followed advice provided by our specialist external consultancy on our methodology and data, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



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



kyndryl.

© Copyright Kyndryl, Inc. 2024

Kyndryl is a trademark or registered trademark of Kyndryl, Inc. in the United States and/or other countries. Other product and service names may be trademarks of Kyndryl, Inc. or other companies.

This document is current as of the initial date of publication and may be changed by Kyndryl at any time without notice. Not all offerings are available in every country in which Kyndryl operates. Kyndryl products and services are warranted according to the terms and conditions of the agreements under which they are provided.