



Gender pay Report 2025-2026:

Kerridge Commercial Systems Limited gender pay gap has been calculated in accordance with UK Government Regulations.

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About our company

At Klipboard, we want all our people to grow, develop and thrive in their careers. Diversity throughout our business and in all of our geographies is a key priority for us. While we believe we are taking the right steps there is more to do.

According to both the mean and median gender pay gap metrics, female employees earn less per hour than male employees. This can be attributed to comparatively higher levels of male representation in the most senior, higher paid roles across our organisation.

The data published in this report contains both colleagues employed by Kerridge Commercial Systems Limited and all colleagues employed by Klipboard globally.

Our aim is to increase the diversity of our workforce through various initiatives so that we attract, develop and retain top female talent across the organisation.

Stephen Lee, Finance Director UK & Ireland

It's more important than ever that our global and country policies promote equity and inclusion within Klipboard; I'm confident we have a plan in place to work towards a diverse workforce at every level.

Ian Bendelow, CEO



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What is the gender pay gap?

The Gender Pay Gap is the difference between the average hourly earnings for men and women in an organisation, regardless of their roles.

All UK employers with more than 250 employees are required to report their Gender Pay Gap. The data is based on calculations set by the government and is significantly influenced by the difference in the number of men and women at various levels within the organisation.

Gender Pay Gap is not the same as Equal Pay. Equal Pay is the right for women and men to be paid the same for the same, or equivalent, work or work of equal value. Even when pay is equal, there may still be a gender pay gap.

How is the Gender Pay Gap calculated?

1. The Mean Gender Pay Gap is an average. It is calculated by adding up the relevant payments to all male employees and dividing this by the total number of male employees and doing the same for female employees. The Mean Gender Pay Gap is the difference between the mean figures for men and women.
2. The Median Gender Pay Gap is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the Median Pay Gap figure.

KCSL Gender Pay Gap

The difference between the mean or median hourly rate of pay.

	Mean	Median
Gender Pay Gap	28%	26%
Gender Bonus Pay Gap	41%	27%

Kipboard Global Gender Pay Gap

	Mean	Median
Gender Pay Gap	19%	17%
Gender Bonus Pay Gap	26%	-4%

Klipboard Analysis

Like many organisations in the technology sector, we face the ongoing challenge of attracting more women into technical and specialist roles. With fewer women than men in the overall workforce, this demographic profile contributes to our current Gender Pay Gap.

The gender pay gap measures the difference (mean and median) in average hourly pay of the men and the women across an organisation, regardless of their role. We're confident in our approach to pay and reward for equivalent roles (Equal Pay), so this is not the cause of our gender pay gap.

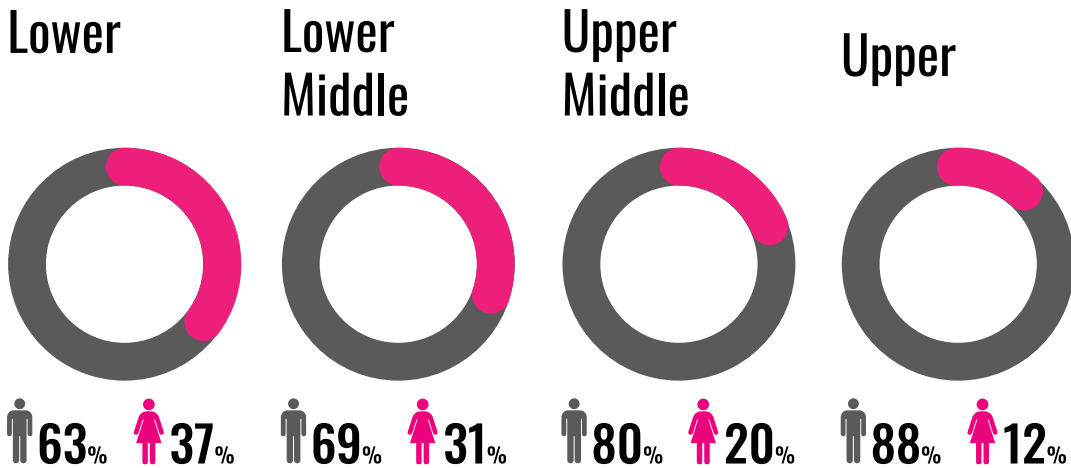
The cause of the gender pay gap is the under-representation of women in senior roles. This under-representation means the global average (mean) hourly pay for women is 19.07% less than the average (mean) hourly pay for men, and the mid-point Median hourly pay is 16.72% less for women.

Whilst there remains a gender bonus pay gap for KCSL we are pleased to report that our median bonus pay gap globally is very low.

We attribute this to the disproportionate number of senior roles employed through the KCSL legal entity.

KCSL Gender Pay Gap by Quartile

Proportion of male and female employees in each quartile.



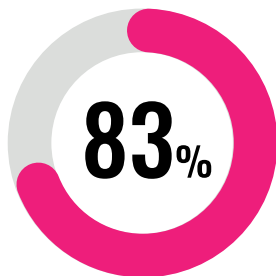
KCSL overall gender split is 27.5% Female and 72.5% Male.

Women are less well represented in upper and upper middle management levels. We need to better support the women who already work here to progress, as well as attract more senior women to Klipboard.

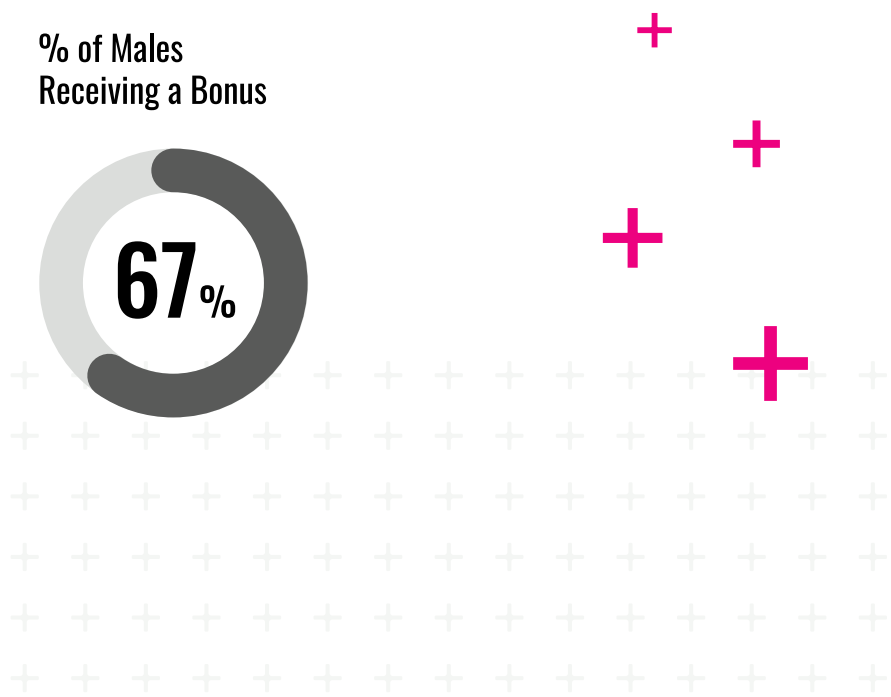
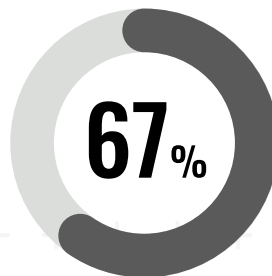
As a global company many of our female senior management are situated outside of the UK. This is reflected in a higher proportion of females in the upper (17%), and upper middle (27%) quartiles.

KCSL Gender Pay Gap – Bonus Pay

% of Females Receiving a Bonus



% of Males Receiving a Bonus





03

Closing the gap

Member of the:



Early Careers

Klipboard early careers building a diverse talent pool through our early talent opportunities: Apprenticeships graduate schemes and internships.



Training & Recruitment



Building leadership skills of our managers in the areas of unconscious bias, coaching employees for growth and performance. Creating transparent learning paths to enable equal internal career growth.



Reviewing recruitment documentation & adverts to ensure the language is inclusive.

Flexible Working



Hybrid



Job-share



Part-time



Flexible hours

Supporting a healthy work / life balance

People & wellbeing



Enhanced Maternity



Parental leave



Menopause policy





klipboard.

Your Business Your Way

2025-2026

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