

# 2022 Gender Pay Gap (UK)

## Background

Kyndryl has commissioned an independent consultancy to calculate and summarise its gender pay gap reporting calculations for the period ending April 5, 2022, as mandated by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. For legal entities with greater than 250 employees, there is a requirement to disclose this information on or before April 4, 2023. Kyndryl has one legal entity in the UK (Kyndryl UK Limited) with over 250 employees so therefore is required to disclose its results prior to this deadline.

## What is Gender Pay?

Gender Pay is not the same as Equal Pay.

The Gender Pay Gap is intended to measure diversity within an organisation. It shows the gap between the mean and median earnings of females and the mean and median earnings of males across the whole company and does not consider employee levels or job type. Organisations with more males in senior posts and more females in junior posts will typically have a positive gender pay gap (i.e., where males are paid more than females).

Equal Pay is measured by comparing the pay for employees carrying out the same or similar work, or work of equal value, considering level and job type. Organisations may differentiate pay for similar work so long as the criteria do not discriminate based on factors such as gender, ethnicity, age, sexual orientation, or disability. These factors may include individual performance, market premiums for specialist roles in high demand, and skillset / expertise required in the role.

Kyndryl is a new company, established via a corporate spin off in September 2021. As such this is the first Gender Pay Gap Report Kyndryl has published. The results consider a partial year, covering the period of September 1, 2021, to April 5, 2022.

## Key Findings

The **Gender hourly pay gap** reflects the percentage difference in mean and median pay for all females in the organisation versus males as of April 5, 2022, and the proportion of men and women by hourly pay quartile.

### Gender hourly pay gap

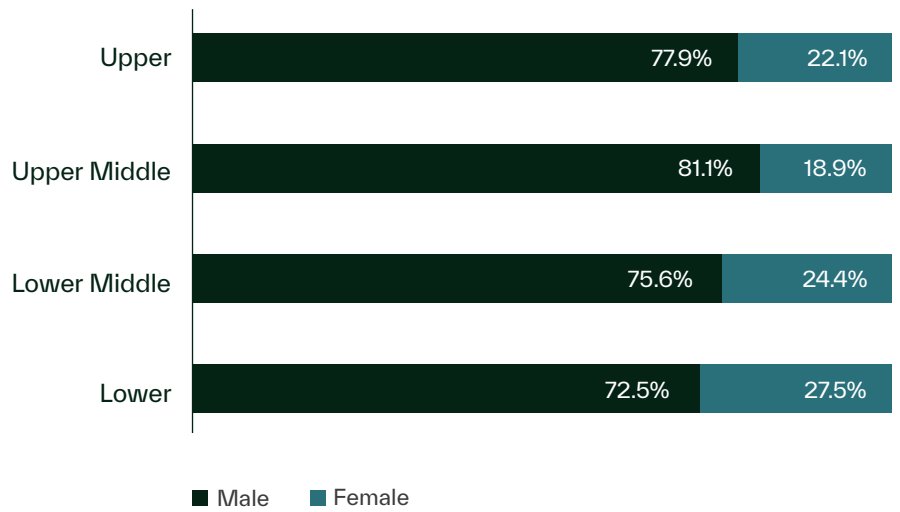
6.1%

Median

5.3%

Mean

### Portion of males and females in each quartile band



The **Gender bonus pay gap** reflects the percentage difference between mean and median bonus for all females in the organisation who receive a bonus versus males who receive a bonus. The analysis covers bonuses received over the period September 1, 2021, through to April 5, 2022, only.

### Gender bonus pay gap

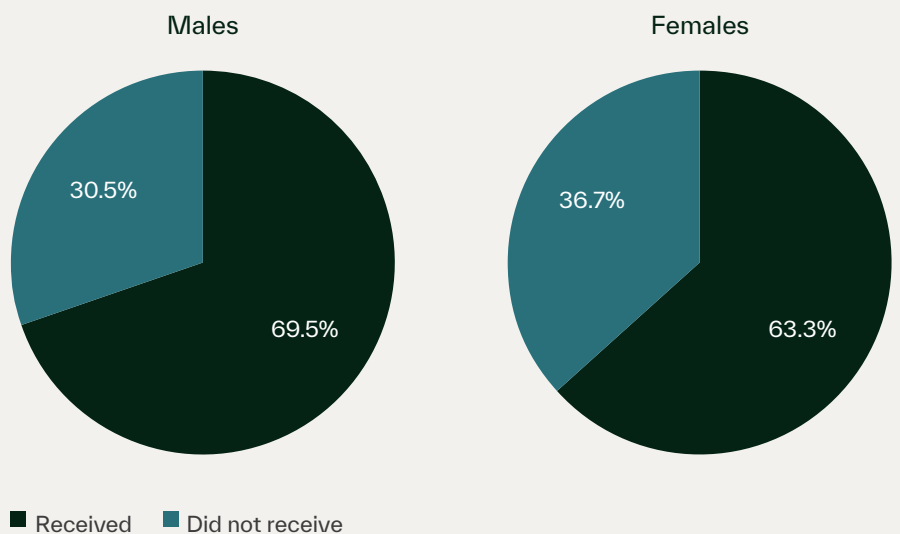
51.1%

Median

1.3%

Mean

### Proportion of males and females receiving a bonus



## Culture of Inclusion

Kyndryl is committed to embedding inclusion, diversity and equity in every aspect of its business, to enable a diverse workforce and an inclusive, equitable culture where every Kyndryl is respected, valued and welcomed. Leveraging the full potential of Kyndryl's diverse workforce is a business priority that is fundamental to our competitive success.

Kyndryl is guided by our values and beliefs, and we are proud to foster an environment where Kyndryls can thrive because of their differences. Kyndryl has taken and will continue to take a bold stand in favour of inclusion and equal opportunity for all, whether that is through Gender Equality or any other characteristics including race, colour, religion, creed, sex, gender identity or expression, sexual orientation, national origin, caste, genetics, pregnancy, disability, age, and other characteristics as required by law in all countries where Kyndryl operates.

## Increasing Female Talent Pipeline

Kyndryl has set targets to increase its **Gender Representation** at all levels including at the Executive Level.

We have Enterprise-wide priorities to increase the level of female diversity on candidate slates for both internal promotions and external hiring. We're committed to creating candidate shortlists that are representative of our organisation, our representation aims and the communities in which we operate and serve.

In December 2022 Kyndryl launched its Developing Leaders Programme for Kyndryls who identify as women. It has a specific aim to increase Kyndryl's gender representation and reduce attrition in pipeline bands by intentionally driving engagement and career advancement of female talent. It is a curated, self-paced programme, providing access to learning materials from leading business schools as well as coaching and mentoring opportunities.

## Kyndryl Inclusion Networks

One of Kyndryl's first actions as an independent company was to launch the Kyndryl Inclusion Networks (KINs):

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

Our Women's KIN is driving several initiatives across four core workstreams:

- Networking and recognition.
- Careers and Promotions.
- Mentoring and Sponsorship.
- Return to Work.

These workstreams are focused on improving the employment experience of all Kyndryls, making Kyndryl an employer of choice. Key drivers include development and retention of all talent, as well as those with a specific impact on the female population.

## Promoting Women's Wellbeing

In November 2022 Kyndryl UK Limited launched its Menopause Policy (this has subsequently been adopted in Ireland). This has five key aims:

- 1 To support individuals** to remain at work being mindful of their health and wellbeing.
- 2 To raise awareness of the menopause**, the related issues and how this can affect individuals.
- 3 To break the stigma and taboo surrounding the menopause at work** and to promote an environment and culture in which individuals feel confident in discussing menopausal issues and in asking for support.
- 4 To provide guidance and direction** on how to support individuals who raise menopausal issues.
- 5 To inform managers of the potential symptoms of menopause**, how this can affect individuals and what support is available including where appropriate, making reasonable adjustments.

In support of this Menopause policy, Kyndryl has run Manager education sessions, enabling them to support their employees who may be impacted by the menopause. Ongoing monthly 'Pause Cafés' are being run giving the opportunity for men and women in the organisation to come together and openly discuss their experiences and challenges.

## Celebrating International Women's Day

Kyndryl recently celebrated International Women's Day. This day was used to raise and consider topics which are particularly impactful for Women in our organisation. Our UK&I Country President and our Executive Sponsor for the Women's KIN hosted an 'Embracing Equity Fireside Chat', highlighting and promoting Equity with guest speakers from our Clients and Partners.

As part of International Women's Day, our Women's KIN also provided education with a focus on Female Employee Wellbeing:

- Safety in the Workplace and Travel for Women
- Women and Money Masterclass (with Nudge)

## Workplace Enablement Flexible Working

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

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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 consultations 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



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