



# Kroll UK 2024 Gender Pay Gap Report



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# Management Overview

At Kroll, we believe that fairness, opportunity, and sustainable growth are fundamental to our success—values that guide how we support our people, our clients, and the communities we serve.

We've made progress in reducing our pay gaps this year, but we still have more to do. We know that there are multiple reasons that contribute to pay gaps. At Kroll, the primary driver can be attributed to the lower representation of women in more senior roles. While we continue to address this to make a meaningful change, we recognize that our efforts need to focus on every stage of people's careers. This is why we continue to focus on recruitment, development, training, opportunities, culture and retaining our best talent.

At Kroll, we do not want gender, ethnicity, identity, background or beliefs to be a barrier to anyone's career. That's why we're taking action to reduce our pay gaps while also reinforcing our commitment to fostering an environment where all talent can thrive.

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# Gender Pay Gap Reporting Explained

The gender pay gap shows the difference in the average hourly rate of pay between women and men in an organization, expressed as a percentage of the average male earnings. A gender pay gap can be driven by several factors, including a lack of women in senior positions.

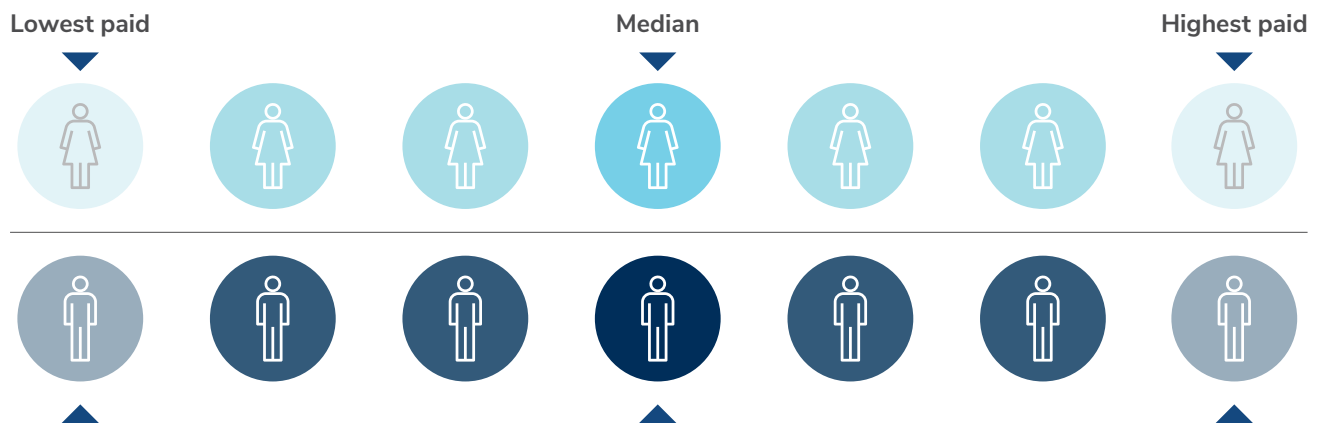
It is important to note that this is different to the issue of equal pay; namely, the legal requirement to pay men and women the same for equal work is governed by the Equality Act. Organizations such as Kroll must follow the calculation methodology set out by the Government Equalities Office to report its mean and median gender pay gap, bonus gap and distribution across pay quartiles.

## Distinguishing Between Median and Mean

The median is the figure that falls in the middle of a range when the wages of all relevant employees are lined up from smallest to largest. The median gap is calculated based on the difference between the employee in the middle of the range of male wages and the middle employee in the range of female wages. For instance, the median female in the UK holds a Level 3 position while the median male holds a more senior Level 4 position.

The mean is calculated by adding up the wages of all relevant employees and dividing the figure by the number of employees. The mean gender pay gap is calculated based on the difference between mean male pay and mean female pay.

### Median Calculation



### Mean Calculation



# Gender Pay Gap

## Headline gender pay figures for Kroll UK (combined for all our UK entities)

Gender pay and bonus gap based on hourly rates of pay as of April 2024, and bonuses paid in the year of 5 April 2024.

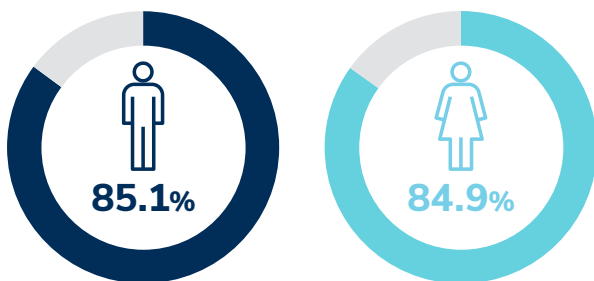
### Gender Pay Gap



### Gender Bonus Pay Gap

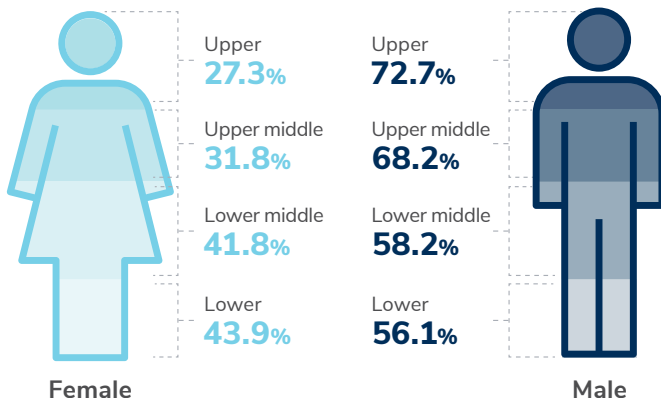


The proportion of males and females receiving a bonus payment



Proportion of females and males in each quartile band

### Quartile Band



## Understanding the gap

- The disparity in our gender pay gap is mainly due to women continuing to hold fewer senior positions within the company than men, despite there being increased female representation in the upper pay quartile and a 12% increase in female MDs this year.
- This drives the larger gap for bonuses as fewer women are in the most senior positions where higher bonuses are paid and where bonuses represent a higher percentage of base pay.
- As of April 2024, women made up 36.2% of our overall UK workforce and represented 27% of senior management.

## Gender breakdown by level

Level	Female	Male
6/MD	15.3%	84.7%
5/Director/AMD	33.2%	66.8%
4	32.9%	67.1%
3	39.7%	60.3%
2/1	41.8%	58.2%
0	76.5%	23.5%

# Statutory Disclosures

## Kroll Advisory Ltd.

Under the regulations, Kroll is required to report our gender pay gap for those legal entities that have at least 250 employees. While the data referenced above refers to our entire UK population, we are required to report data only for Kroll Advisory Ltd.

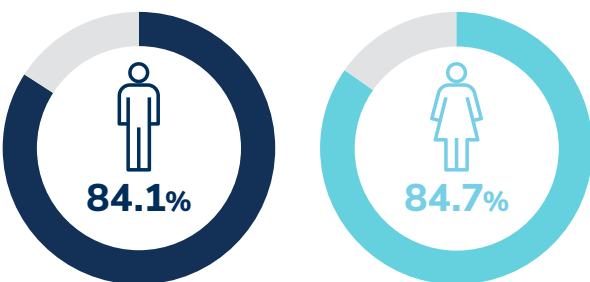
### Gender pay gap



### Gender bonus pay gap

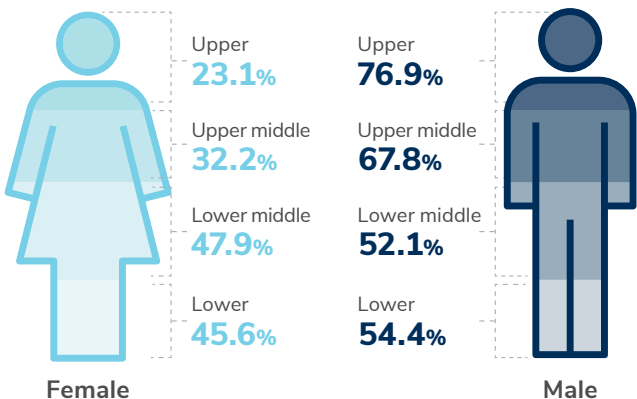


### The proportion of males and females receiving a bonus payment



## Proportion of females and males in each quartile band

### Quartile Band



## Declaration

I confirm that Kroll's gender pay gap calculations are accurate and meet the requirements of the regulations.



**Patrick Puzzuoli**  
Chief Financial Officer

# Year-on-Year Comparisons

These comparisons revert to reporting information for the entire Kroll population in the UK

Entire Kroll UK Population	Median		Mean	
	2023	2024	2023	2024
Gender pay gap	17.5%	22.9%	30.1%	27.9%
Gender pay bonus gap	45.2%	36.9%	58.6%	61.6%

Entire Kroll UK Population	Male		Female	
	2023	2024	2023	2024
Proportion of staff receiving a bonus	75.2%	85.1%	75.7%	84.9%
Proportion of males and females in each quartile band				
Upper	74.9%	72.7%	25.1%	27.3%
Upper middle	63.8%	68.2%	36.2%	31.8%
Lower middle	64.2%	58.2%	35.8%	41.8%
Lower	53.5%	56.1%	46.5%	43.9%

## Across 36 Countries and Territories



### The Americas

Atlanta	New York
Austin	Philadelphia
Bogotá	Richardson
Boston	San Francisco
Buenos Aires	São Paulo
Chicago	Seattle
Dallas	Secaucus
Hamilton	Sunnyvale
Houston	Toronto
Los Angeles	Washington, DC
Mexico City	
Morristown	
Nashville	

### Caribbean

British Virgin Islands  
Cayman Islands

### Europe, Middle East and Africa

Abu Dhabi	Luxembourg
Agrate Brianza	Madrid
Amsterdam	Manchester
Barcelona	Milan
Berlin	Munich
Birmingham	Padua
Brussels	Paris
Dubai	Riyadh
Dublin	Rome
Frankfurt	TelAviv
Gibraltar	Turin
Guernsey (CI)	Zurich
Jersey (CI)	
Johannesburg	
Leeds	
Lisbon	
London	

### Asia Pacific

Bangalore  
Beijing  
Christchurch  
Guangzhou  
Hanoi  
Hong Kong  
Hyderabad  
Jakarta  
Kuala Lumpur  
Manila  
Mumbai  
New Delhi  
Shanghai  
Shenzhen  
Singapore  
Sydney  
Taipei  
Tokyo





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