

kubrick

Gender Pay Gap Report 2021



"At Kubrick, we aim to create a culture that allows all our employees to bring their whole selves to work in order to thrive and perform well."

2021 saw an exciting new chapter for Kubrick Group with investment from the private equity firm Bowmark Capital. Kubrick continues to remain at the forefront of creating and retaining a high quality, diverse workforce addressing the acute global technology skills shortage and enabling companies to successfully implement their digital and data transformation agendas.

At Kubrick, we aim to create a culture that allows all our employees to bring their whole selves to work in order to thrive and perform well. Our leaders are committed to ensuring equal opportunities for all employees as well as working to promote inclusion through external partnerships and using our voice to be advocates of change.

For Kubrick to continue to grow we need great people and diverse teams. Our diversity, equality and inclusion ambition is for our workforce to reflect the world around us and with continued work through our partnerships we have been lucky enough to support some great initiatives in 2021. From partnering with Microsoft to deliver digital skills training and host hackathons for students, to supporting Women in Data by hosting their Twenty in Data event, we are committed to making progress towards gender balance not just inside our organisation but also in the world in which we operate. We want to continue to develop and foster a diverse and inclusive workplace for all our employees so during 2021 we launched our podcast Diversifying Data which amplifies the voices of under-represented communities within the Data and Technology fields.

Tim Smeaton & Simon Walker
Managing Partners & Founders



We also continue to share best practices with our audiences on inclusivity through allyship webinars and external thought leadership events. We have continued to invest in virtual engagement for our people as we navigate this new and exciting hybrid landscape.

For this period, we are pleased to report a median gender pay gap of 0% (with a median of 0.9% in 2020). These impressive numbers result from the many initiatives we have in place, including our ongoing focus on gender balance across our consultant population which continues to have high female representation.

We have seen a rise in our mean pay gap which for 2021 is currently at 11.3% compared to -0.3% in 2020. However, this is due to a number of new senior hires joining part way through the year and so we expect to see this drop back down in 2022.

We're working hard to close our gender pay gap. It's good to see it narrow over the past year but no one at Kubrick is in any doubt that we have more to do. One big step forward is to achieve a greater gender balance across our senior roles, and although we aren't quite there yet we have made some big steps to address this within our hiring practices and development offerings. We recognize that this is a long term challenge but we are proud of the progress we have made in 2021 and look forward to continuing this in 2022.

Our Data at a Glance..

MEDIAN PAY GAP



MEAN PAY GAP



BONUS MEAN PAY GAP



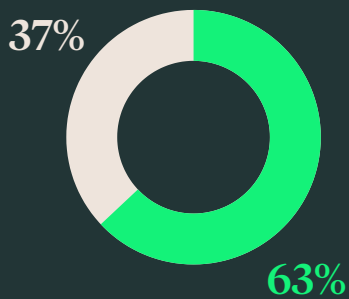
BONUS MEDIAN PAY GAP



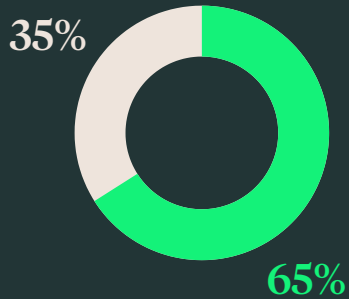
Percentage of men and women in each quartile of Kubrick's pay structure

● Women ● Men

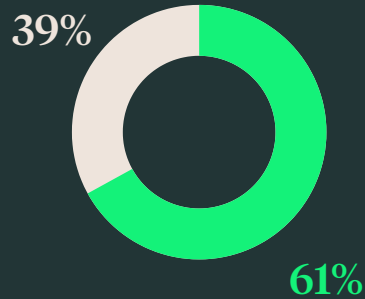
Upper



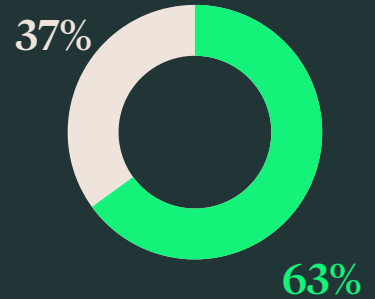
Upper Middle



Lower Middle

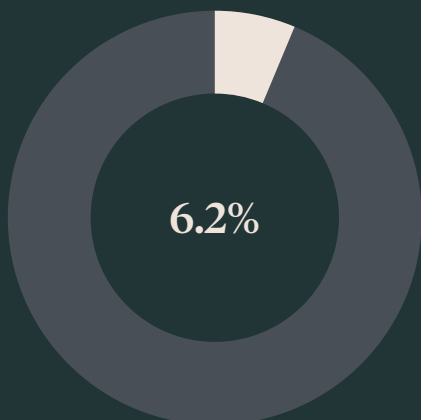


Lower

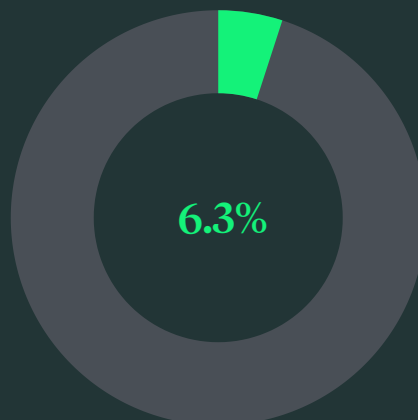


Percentage of men and women receiving bonuses

% women receiving bonuses



% men receiving bonuses



"We've created a programme which we truly believe will give graduates the best opportunity to accelerate their careers."

“

Our commitment to closing the gender divide in technology requires more than simply holding ourselves accountable to hiring 40% female and non-binary consultants. It is about creating an environment that encourages female graduates and junior professionals to join us with a sense of confidence that they will succeed.

We've created a programme which we truly believe will give graduates the best opportunity to accelerate their careers. In an industry that continues to maintain barriers to entry for women, Kubrick's offering of paid training with industry experts and a guaranteed pathway into today's leading organisations is more important than ever.

Identifying opportunities for progression and development of our high-potential people is key and in 2021 we launched our Leadership Development training programme aimed at supporting both current and future leaders to develop the necessary skills to be able to grow within the organisation and continue to drive our business forward. Of the 26 individuals who are currently part of the programme, 50% are women.

We also continue to look for new ways to invest in developing our people in our more technical roles with the aim of trying to combat the ongoing gender disparity in this field. Our senior squad leader and associate principal roles give the opportunity for our high potential talent to grow in their field and lead teams of first and second-year consultants on client site ensuring that we continue to deliver at an exceptional level for our clients. Gender diversity in these roles currently stands at 50% female for 2021.

Linda Macdonald
HR Director

In October we launched the Diversity Champions initiative to shine the light on our gender diverse workforce and to provide critical insight and initiatives to continue to ensure that Kubrick always holds diversity at the forefront of its decision making. We look forward to expanding on this further across 2022 with the launch of our Business Resource Groups.

2022 also sees an exciting new venture for Kubrick with our expansion into the United States and will see our first office open in New York City. Of the 11 key personnel driving this expansion and relocating from the UK 6 of those are our high potential female leaders. Our initial US consultant intake stands at 27% female. Although this is not equal to our current gender balance in the UK as a new organisation with no history in the US we are proud of what we have achieved enabling us to expand our diversity agenda globally.

I confirm that the figures contained in this report have been verified and checked thoroughly to ensure complete accuracy.



Awards, Sponsorships, and Partnerships



ECI GROWING BUSINESS AWARD - MARKET DISRUPTOR OF THE YEAR



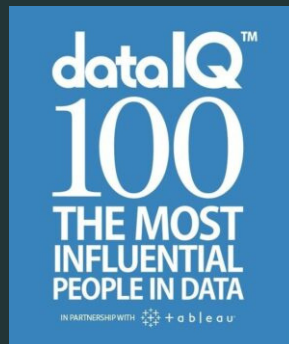
WOMEN IN DATA PARTNERSHIP



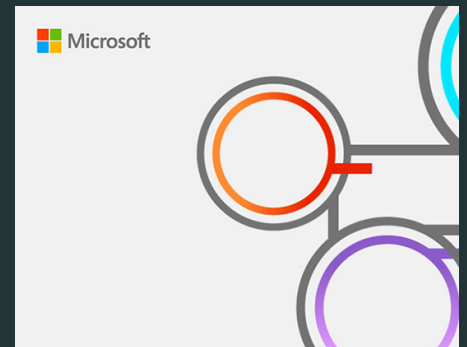
THE LDC AWARD: TOP 50 MOST AMBITIOUS BUSINESS LEADERS 2021



TIGERGRAPH - SOLUTION PARTNERSHIP



DATAIQ 100 AWARD - TOP 100 MOST INFLUENTIAL PEOPLE IN DATA



MICROSOFT PARTNERSHIP PLEDGE



SUNDAY TIMES FAST TRACK AWARD - TOP 100 GRADUATE EMPLOYERS



MICROSOFT GOLD PARTNERSHIP



FINANCIAL TIMES 1000 AWARD - EUROPE'S FASTEST GROWING COMPANIES 2021