



KEPAK

more than meat

Gender Pay Gap Reporting



Kepak Kirkham Ltd

KEPAK

Gender Pay Gap Reporting 2020

- What does the Gender Pay Gap Measure?
- The Gender Pay Gap measures the gap between male and female pay across the business, regardless of role or seniority.
- We are required to publish 4 calculations:-
 - Total Pay Gap – Mean and Median
 - Bonus Pay Gap – Mean and Median
 - Proportion of Men and Women receiving Bonus Pay
 - Proportion of Men and Women in different Pay Quartiles

Mean

The mean is calculated by adding up the total pay and dividing by the number of employees. The calculation is completed for Men and Women separately. This gives us an indication of average pay by gender.

Median

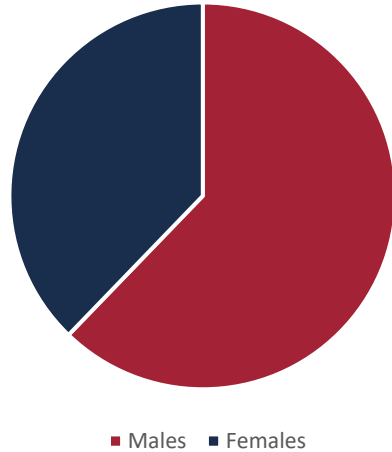
The median is calculated by placing all salaries from highest to lowest in numerical order. The median is the middle number. This figure represents 'typical pay' by gender.

Pay Quartiles

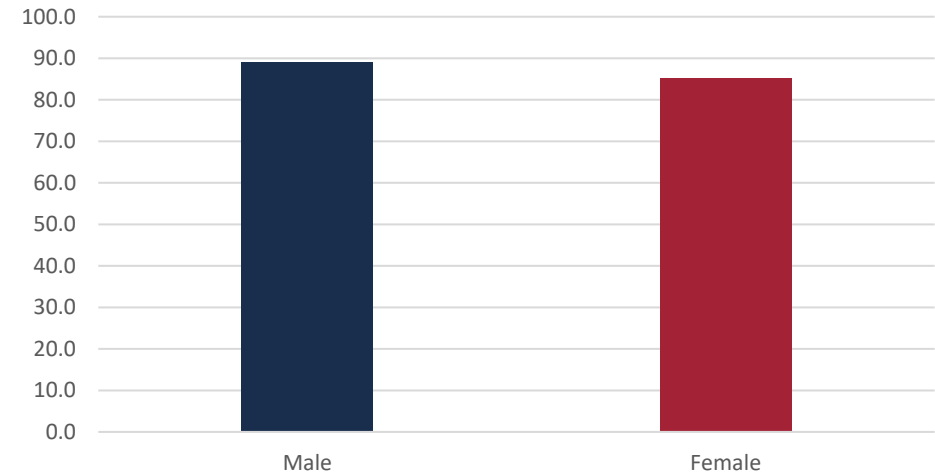
All salaries are ranked from highest to lowest and split into 4 evenly sized groups. We then calculate the proportion of Men and Women in each quartile.

Kepak Kirkham Ltd

Our Workforce



Proportion Receiving a Bonus



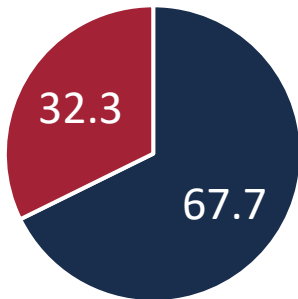
Gender Pay	Mean	Median
Total Pay (Basic Pay, Bonus, allowances, Shift Premiums)	0%	3.6%
Bonus Pay	11.2%	12.3%

A positive figure indicates Gender Pay Gap in Men's favour

Pay Quartiles

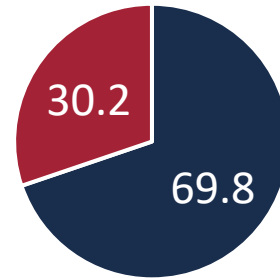
Upon review of pay quartiles we can see that the Upper Quartiles for Pay are heavily dominated by Males. This is a result of more men being in senior roles across the business.

Upper Quartile



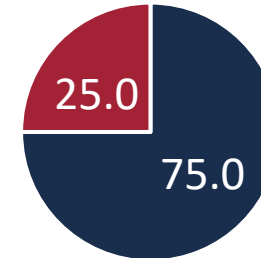
■ Male ■ Female

Upper Mid Quartile



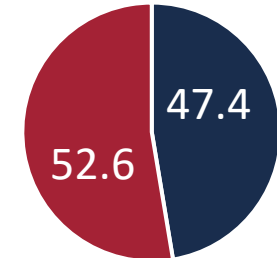
■ Male ■ Female

Lower Mid Quartile



■ Male ■ Female

Lower Quartile



■ Male ■ Female

Kepak Kirkham Ltd are committed to rewarding our employees fairly regardless of gender and we are confident roles of a similar nature are paid fairly and equally. We feel we have strong representation of females in senior non-operational roles and although our Gender Pay Gap is marginal, we are committed to providing more females with opportunity to join and progress through the business, with a particular focus on operations in the short to medium term future.