



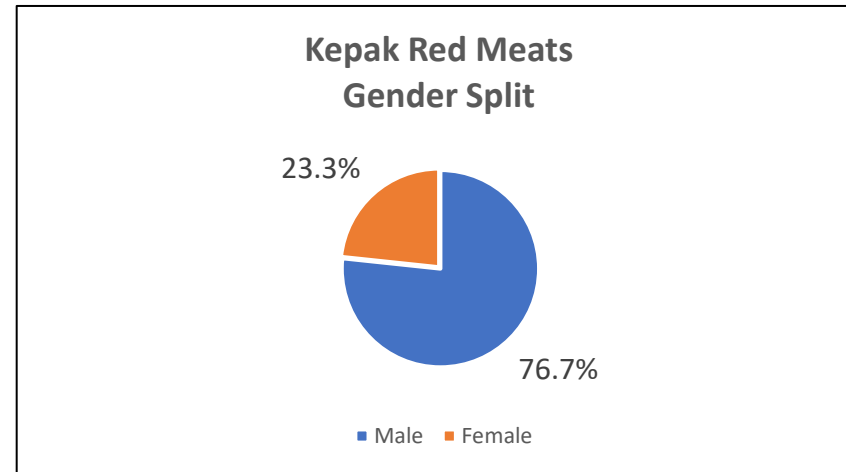
KEPAK

more than meat

Gender Pay Gap Report - Kepak Group Ltd

Gender Pay Gap Report – Red Meat, April 2022

The graph below will indicate the total male and female employees in the Red Meat Division

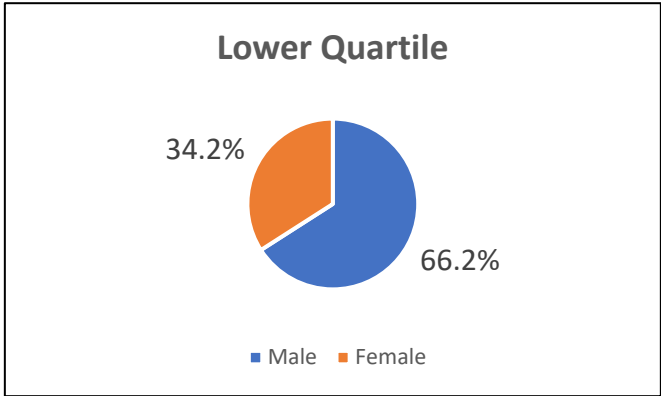
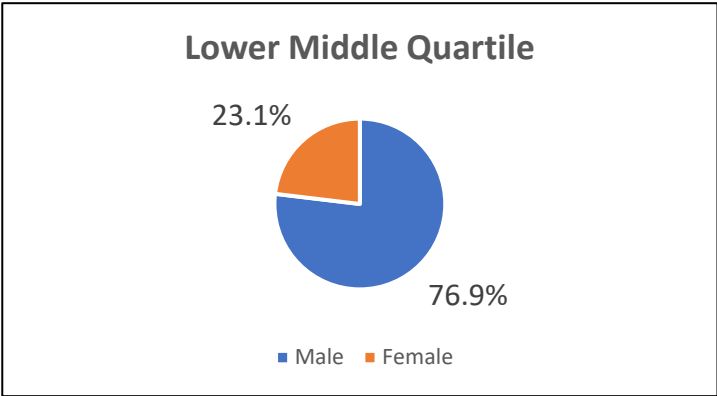
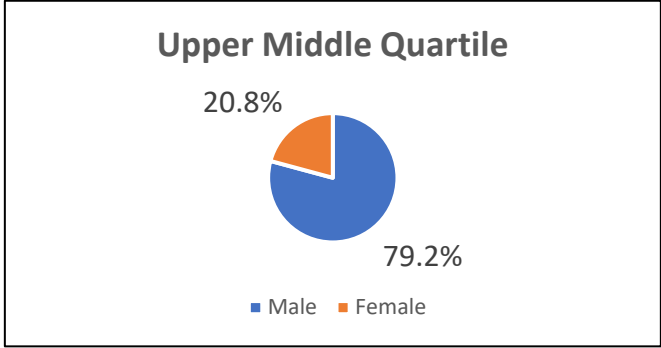
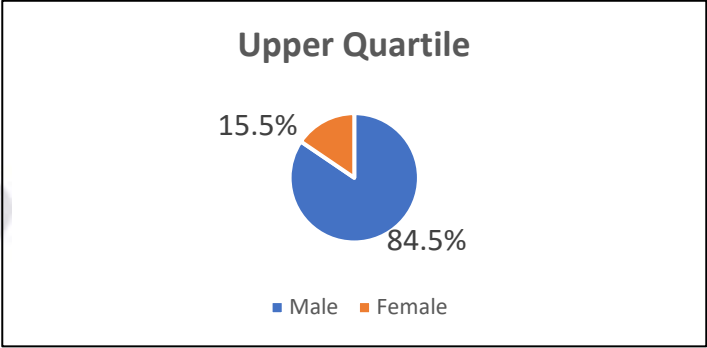


Gender Pay	Mean	Median
Total Pay (basic pay, allowances, shift premiums)	13.1%	13.1%
Bonus	0	0

At Kepak we are a family company made up of a diverse workforce with the required skills to satisfy the needs of our customers.

The table opposite shows the mean and median difference between male and female gender pay. A positive figure indicates Gender Pay Gap in Men's favour.

Pay Quartiles



A review of the pay quartiles show more males in the upper quartiles which reflects more men in senior roles across the business. However, progress has been made with the number of females in the Upper Quartile increasing by 34.8% since the last report and this closer aligns to the gender split of the business.