



KEPAK

more than meat

Gender Pay Gap Reporting



Kepak Kirkham Ltd

KEPAK

Gender Pay Gap Reporting 2018

- 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

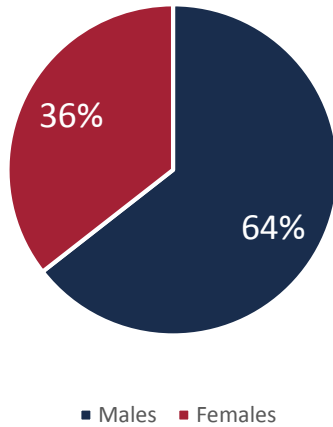
The median is calculated by placing all salaries from lowest to highest in numerical order. The median is the middle number. This figure represents 'typical pay' by gender.

Pay Quartiles

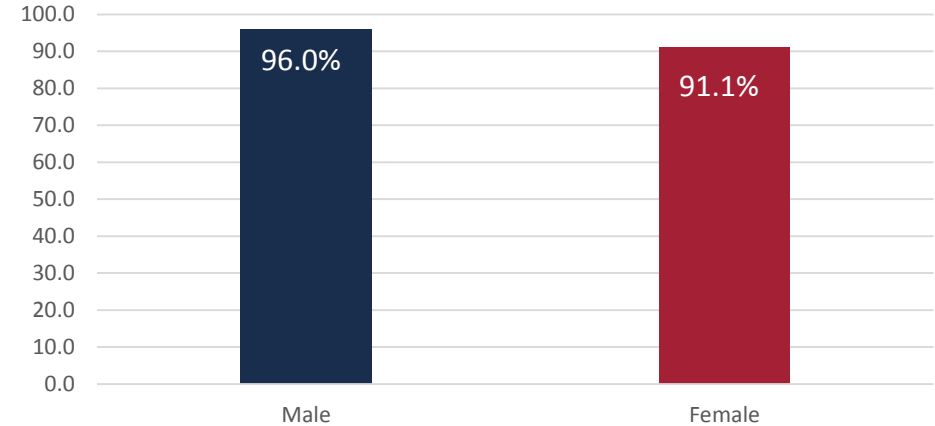
All salaries are ranked from lowest to highest and split into 4 evenly sized groups. We then calculate the proportion of Men and Women in each quartile.

Kepak Kirkham Ltd

Our Workforce



Proportion of Males and Females receiving a bonus



Gender Pay	Mean	Median
Total Pay (Basic Pay, Bonus, allowances, Shift Premiums)	2.8%	3.5%
Bonus Pay	9%	7.8%

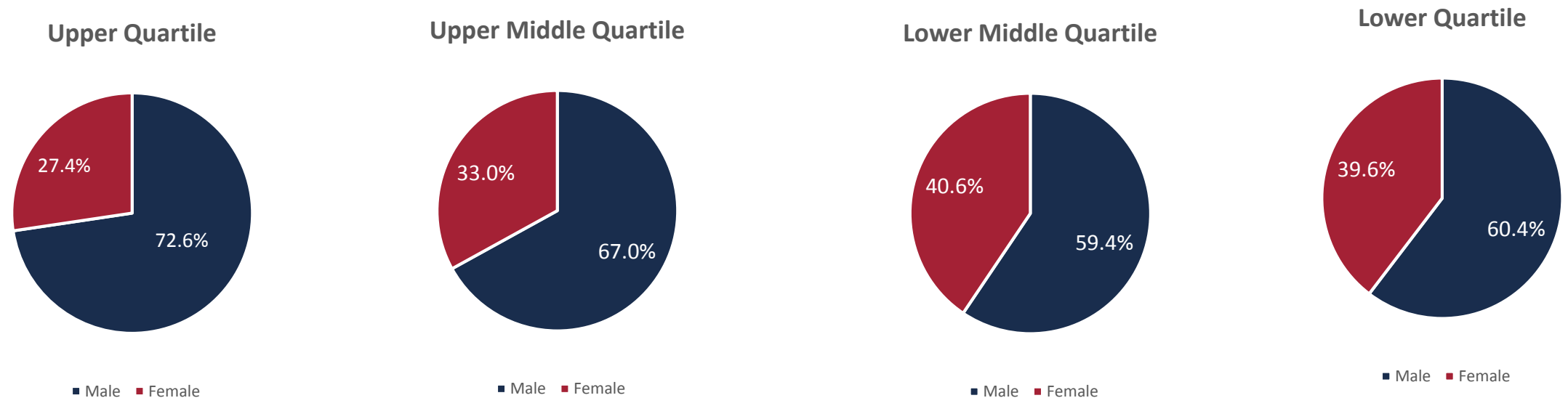
A positive figure indicates Gender Pay Gap in Men's favour

Our Gender Pay gap results show that we have a lower gap than the national average, the Median Pay gap in the UK is currently 9.6%. The small gap we do have is a result of having more males in senior roles across our business and this is relative to the number of males and females employed within our business.

In comparison to last years Gender Pay Gap report, our Mean and Median gaps have both reduced.

Pay Quartiles

Upon review of pay quartiles we can see that the Upper Quartiles for Pay favour males within our business, however in comparison to last year we can see the proportion of females entering these bands increasing. This is as a result of more females progressing into senior roles within our business.



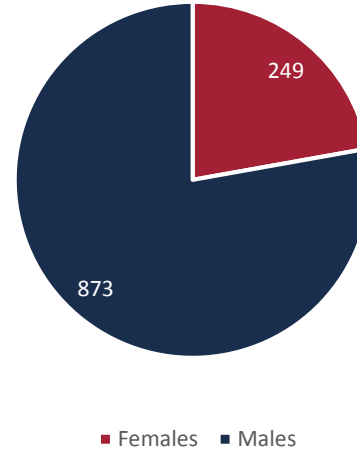
Kepak Kirkham Ltd are committed to rewarding our employees fairly regardless of gender and we are confident roles of a similar nature are paid fairly and equally. We feel we have strong representation of females in senior non-operational roles and although our Gender Pay Gap is marginal, we are committed 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.



Kepak Group Ltd

Gender Pay Gap Report – Red Meat, April 2018

Our Workforce



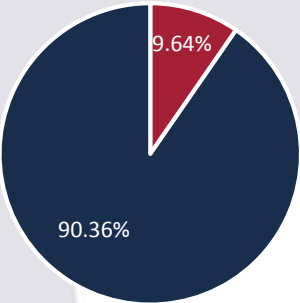
Gender Pay	Mean	Median
Total Pay (basic pay, allowances, shift premiums)	18.12%	23.36%
Bonus	0	0

The Snapshot date of April 2018 for Gender Pay Gap Report relates to the period when the 2 Sisters Food Group owned the business. Kepak did not take ownership of the Red Meat business until August 2018.

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.

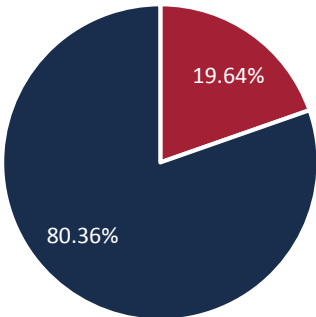
Pay Quartiles

Upper Quartile



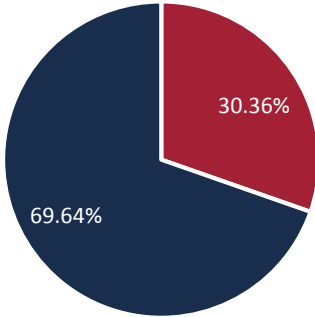
Females Males

Upper Middle Quartile



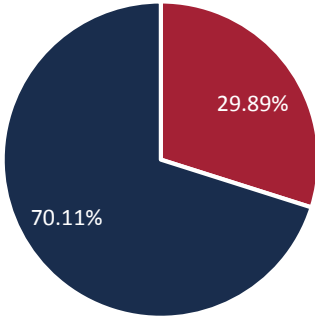
Females Males

Lower Middle Quartile



Females Males

Lower Quartile



Females Males

A review of the pay quartiles show more males in the upper quartiles which reflects more men in senior roles across the business. Since the acquisition of the Red Meat Division in August 2018, we at Kepak are committed to providing more opportunities for females to join and progress to senior positions within our business.