

# Kite Packaging Limited - Gender Pay Gap Report - 2025/26

		Snapshot date 5th April 2025		Previous year: Snapshot date 5th April 2024		
<b>Workforce - Relevant Employees</b>	Female	138	31.6%	128	31.5%	
	Male	299	68.4%	284	71.9%	
	<b>Total</b>	<b>437</b>		<b>412</b>		
<b>Mean Pay Gap</b>	Female	£19.43		£18.34		
	Male	£19.84		£19.70		
	<b>Pay Gap</b>	<b>2.1%</b>		<b>6.9%</b>		
<b>Median Pay Gap</b>	Female	£15.95		£14.87		
	Male	£15.18		£14.81		
	<b>Pay Gap</b>	<b>-5.1%</b>		<b>-0.4%</b>		
		Bonus	Receiving a bonus % of Relevant No. Employees	Bonus	Receiving a bonus % of Relevant No. Employees	
<b>Mean Bonus Pay Gap</b>	Female	£4,782.32	99 71.7%	£5,538.55	92 71.9%	
	Male	£4,158.21	184 61.5%	£4,198.33	179 63.0%	
	<b>Bonus Pay Gap</b>	<b>-15.0%</b>	<b>283 64.8%</b>	<b>-31.9%</b>	<b>271 66.0%</b>	
<b>Median Bonus Pay Gap</b>	Female	£3,600.00	99 71.7%	£4,120.00	92 71.9%	
	Male	£3,000.00	184 61.5%	£2,659.23	179 63.0%	
	<b>Bonus Pay Gap</b>	<b>-20.0%</b>	<b>283 64.8%</b>	<b>-54.9%</b>	<b>271 66.0%</b>	

## The proportion of 'Full Pay Relevant' female and male employees in each salary quartile band:

	Quartiles:							
	Lower		Lower Middle		Upper Middle		Upper	
	No.	%	No.	%	No.	%	No.	%
<b>Female</b>	32	31.4%	29	28.2%	39	37.9%	35	34.0%
<b>Male</b>	70	68.6%	74	71.8%	64	62.1%	68	66.0%
	102		103		103		103	

Kite Packaging Limited (Kite) seeks talent in its workforce, regardless of gender. Kite offers a range of roles including sales and sales support, warehouse, logistics, administrative and senior executive posts. Over the last twelve months, the workforce has grown by 6.1%. Of the Kite population, 31.6% of the workforce is female. The majority of females are employed in sales and administrative roles. Females are also employed in senior executive roles and in the warehouse & logistics environment, but to a lesser degree.

The mean hourly rate has increased for females by margin of £1.09 and increased for males by £0.14 which has reduced the Gender Pay Gap (GPG) from 6.9% in 2024 to 2.1% in 2025. In line with the previous years, the median hourly rate favours females. Comparing 2025 with 2024, the rates has increased by £1.08 for females and increased by £0.37 for males, increasing the the gap.

Bonuses are mainly paid for sales performance. The mean bonus paid to females is higher than males by 15% (from 31.9% in 2024) and the median bonus for females is higher than males by 20% (from 54.9% in 2024).

All our quartiles show us a similar proportion of male (62.1%-71.8%) and female (28.2%-37.9%). However we have improved our female proportions in the upper and lower quarter.

Kite will publish and review the results of the Gender Pay Gap snapshots annually and suitable steps will be taken through recruitment, retention and promotion where possible to further reduce the mean pay gap and balance the population split where appropriate.