



Kite Packaging Limited - Gender Pay Gap Report - 2021/22

		Snapshot date 5th April 2021			Previous year: Snapshot date 5th April 2020				
Workforce - Relevant Employees	Female	102	32.2%	97	33.0%				
	Male	215	67.8%	197	67.0%				
	Total	317		294					
Mean Pay Gap	Female	£16.25		£13.88					
	Male	£17.63		£15.27					
	Pay Gap	7.8%		9.1%					
Median Pay Gap	Female	£13.18		£13.08					
	Male	£12.91		£12.92					
	Pay Gap	-2.1%		-1.2%					
		Bonus		Receiving a bonus		Bonus		Receiving a bonus	
				No.		No.		% of Relevant Employees	
Mean Bonus Pay Gap	Female	£4,560.60	99	97.1%	£3,673.64	82	84.5%		
	Male	£5,082.38	165	76.7%	£5,193.17	94	47.7%		
	Bonus Pay Gap	10.3%	264	83.3%	29.3%	176	59.9%		
Median Bonus Pay Gap	Female	£3,315.00	99	97.1%	£2,060.00	82	84.5%		
	Male	£2,300.00	165	76.7%	£3,708.00	94	47.7%		
	Bonus Pay Gap	-44.1%	264	83.3%	44.4%	176	59.9%		

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.	%
Female	16	22.2%	27	37.5%	29	40.3%	17	23.3%
Male	56	77.8%	45	62.5%	43	59.7%	56	76.7%
	72		72		72		73	

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 increased by 8% to 317. Of the Kite population, 33% 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 and logistics environment, but to a lesser degree.

Like many organisations in the UK, there is a disproportionate number of males in Kite's higher paid roles. Nonetheless, we are pleased to report improvements as shown by the results of the Gender Pay Gap calculations. The mean hourly rate has increased for females by £2.37 and for males by £2.36 which has decreased the Gender Pay Gap (GPG) from 9.1% in 2020 to 7.8% in 2021. In line with the previous 3 years, the median hourly rate showed there was no GPG as the rate favoured females. Comparing 2021 with 2020, the rates had increased by £0.10 for females and decreased by £0.01 for males, continuing to show no GPG on this measure.

Overall, the percentage of the workforce receiving a bonus increased by 23.3% to 60%. The proportion of females receiving a bonus increased to 97% of the female population (was 84.5%), whilst the proportion of males receiving a bonus increased by 29% to 76.7%. The mean bonus for females increased by ££886.98 whilst for males it fell by £110.79. The resulting mean Bonus GPG fell by 19% to 10.3%. The median bonus for females increased by £1155 whilst for males it fell by £1408; this has eliminated the GPG in this measure.

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 reduce the pay gap and bonus pay gap.