



## Kite Packaging Limited - Gender Pay Gap Report - 2022/23

		Snapshot date 5th April 2022			Previous year: Snapshot date 5th April 2021				
<b>Workforce - Relevant Employees</b>	Female	125	32.6%	102	32.2%				
	Male	258	67.4%	215	67.8%				
	<b>Total</b>	<b>383</b>		<b>317</b>					
<b>Mean Pay Gap</b>	Female	£16.02		£16.25					
	Male	£17.75		£17.63					
	<b>Pay Gap</b>	<b>9.7%</b>		<b>7.8%</b>					
<b>Median Pay Gap</b>	Female	£12.88		£13.18					
	Male	£12.70		£12.91					
	<b>Pay Gap</b>	<b>-1.4%</b>		<b>-2.1%</b>					
		Bonus		Receiving a bonus		Bonus		Receiving a bonus	
				No.		No.		% of Relevant Employees	
<b>Mean Bonus Pay Gap</b>	Female	£5,534.77	104	83.2%	£4,560.60	99	97.1%		
	Male	£5,823.93	173	67.1%	£5,082.38	165	76.7%		
	<b>Bonus Pay Gap</b>	<b>5.0%</b>	277	72.3%	<b>10.3%</b>	264	83.3%		
<b>Median Bonus Pay Gap</b>	Female	£3,880.50	104	83.2%	£3,315.00	99	97.1%		
	Male	£2,600.00	173	67.1%	£2,300.00	165	76.7%		
	<b>Bonus Pay Gap</b>	<b>-49.3%</b>	277	72.3%	<b>-44.1%</b>	264	83.3%		

### 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	28	32.2%	23	26.4%	34	39.1%	22	25.3%
Male	59	67.8%	64	73.6%	53	60.9%	65	74.7%
	87		87		87		87	

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 20% to 383. 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.

The mean hourly rate has decreased for females by £0.23 and increased for males by £0.12 which has increased the Gender Pay Gap (GPG) from 7.8% in 2021 to 9.7% in 2022. In line with the previous 4 years, the median hourly rate favoured females. Comparing 2022 with 2021, the rates had decreased by £0.30 for females and decreased by £0.21 for males, partially closing the gap.

Bonuses are mainly paid for sales performance. Since Kite's headcount has largely increased in warehouse & logistics where no bonuses are paid, the impact of this is an overall reduction in the percentage of 11% to 72% of the workforce receiving a bonus. The proportion of relevant females receiving a bonus decreased by 13.9% to 83%, whilst the proportion of relevant males receiving a bonus decreased by 10% to 67%. The mean bonus for females increased by £974.16 whilst for males it increased by £741.55. The resulting mean Bonus GPG fell by 5.3% to 5%. The median bonus for females increased by £566 whilst for males it increased by £300; this has increased the gap in favour of females by 5%.

Like many organisations in the UK, there is a disproportionate number of males in Kite's higher paid roles, however this has decreased by 2% for the snapshot date in question to 74.7%. Looking at the upper 2 quartiles together, the number of females is proportional to the overall Kite population (32% & 32.6%) however the proportion in the Upper quartile alone falls to 25.3%.

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.