



Kite Packaging Limited - Gender Pay Gap Report - 2024/25

		Snapshot date 5th April 2024		Previous year: Snapshot date 5th April 2023			
Workforce - Relevant Employees	Female	128	31.1%	122	31.5%		
	Male	284	68.9%	265	68.5%		
	Total	412		387			
Mean Pay Gap	Female	£18.34		£18.46			
	Male	£19.70		£19.44			
	Pay Gap	6.9%		5.0%			
Median Pay Gap	Female	£14.87		£14.99			
	Male	£14.81		£14.00			
	Pay Gap	-0.4%		-7.1%			
		Bonus	Receiving a bonus		Bonus	Receiving a bonus	
			No.	% of Relevant Employees		No.	% of Relevant Employees
Mean Bonus Pay Gap	Female	£5,538.55	92	71.9%	£5,384.58	91	74.6%
	Male	£4,198.33	179	63.0%	£4,489.25	175	66.4%
	Bonus Pay Gap	-31.9%	272	66.0%	-19.9%	266	68.7%
Median Bonus Pay Gap	Female	£4,120.00	92	71.9%	£3,334.00	91	74.6%
	Male	£2,659.23	179	63.0%	£2,400.00	175	66.4%
	Bonus Pay Gap	-54.9%	271	66.0%	-38.9%	266	68.7%

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

		Quartiles:							
Female Male	Lower		Lower Middle		Upper Middle		Upper		
	No.	%	No.	%	No.	%	No.	%	
	30	33.0%	28	31.1%	31	34.4%	28	31.1%	
	61	67.0%	62	68.9%	59	65.6%	62	68.9%	
	91		90		90		90		

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, 30.8% 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 reduced for females by a small margin £0.12 and increased for males by £0.26 which has increased the Gender Pay Gap (GPG) from 5.0% in 2023 to 6.9% in 2024. In line with the previous years, the median hourly rate favours females. Comparing 2024 with 2023, the rates has decreased by £0.12 for females and increased by £0.81 for males, reducing the the gap.

Bonuses are mainly paid for sales performance. The mean bonus paid to females is higher than males by 31.9% (from 19.9% in 2023) and the median bonus for females is higher than males by 54.9% (from 38.9% in 2023).

All our quartiles show the same proportion of male (65.6%-68.9%) and female (31.1%-34.4%). In previous years we had higher male proportions in the upper and lower quartiles.

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.