



Kite Packaging Limited - Gender Pay Gap Report - 2023/24

		Snapshot date 5th April 2023		Previous year: Snapshot date 5th April 2022			
Workforce - Relevant Employees	Female	122	31.5%	125	32.6%		
	Male	265	68.5%	258	67.4%		
	Total	387		383			
Mean Pay Gap	Female	£18.46		£16.02			
	Male	£19.44		£17.75			
	Pay Gap	5.0%		9.7%			
Median Pay Gap	Female	£14.99		£12.88			
	Male	£14.00		£12.70			
	Pay Gap	-7.1%		-1.4%			
		Bonus		Receiving a bonus			
				No.		% of Relevant Employees	
Mean Bonus Pay Gap	Female	£5,384.58	91	74.6%	£5,534.77	104	83.2%
	Male	£4,489.25	175	66.0%	£5,823.93	173	67.1%
	Bonus Pay Gap	-19.9%	266	68.7%	5.0%	277	71.6%
Median Bonus Pay Gap	Female	£3,334.00	91	74.6%	£3,880.50	104	83.2%
	Male	£2,400.00	175	66.0%	£2,600.00	173	67.1%
	Bonus Pay Gap	-38.9%	266	68.7%	-49.3%	277	72.3%

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	21	25.6%	25	30.9%	31	38.3%	26	32.1%
Male	61	74.4%	56	69.1%	50	61.7%	55	67.9%
	82		81		81		81	

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 more or less remained the same. Of the Kite population, 32% 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 increased for females by £2.44 and increased for males by £1.69 which has reduced the Gender Pay Gap (GPG) from 9.7% in 2022 to 5.0% in 2023. In line with the previous years, the median hourly rate favours females. Comparing 2023 with 2022, the rates has increased by £2.11 for females and increased by £1.30 for males, widening the gap in favour of females.

Bonuses are mainly paid for sales performance. In the prior period a few exceptional one-off bonuses were paid in relation to exceptional contributions during covid hence the reduction in relevant employees receiving a bonus in 2023. Quantum bonuses were also higher in the prior period due to exceptional results in the post-covid period. Despite quantum bonuses being lower in 2023, the mean bonus paid to females is higher than males by 19.9% and the median bonus for females is higher than males by 38.9%.

Like many organisations in the UK, there is a disproportionate number of males in Kite's higher paid roles, however the female proportion has increased to 32.1% from 25.3% in the Upper quartile. The two Middle quartiles are of a similar % to the Upper quartile, being 30.9% and 38.3%. The Lower quartile is a lower % at 25.6%, as our warehouse functions have a higher

proportion of males.

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.