



## Kite Packaging Limited - Gender Pay Gap Report - 2019/20

		Snapshot date 5th April 2019			Previous year: Snapshot date 5th April 2018		
<b>Workforce - Relevant Employees</b>	Female	103	35.6%	98	37.3%		
	Male	186	64.4%	165	62.7%		
	Total	289		263			
<b>Mean Pay Gap</b>	Female	£15.43		£14.42			
	Male	£16.17		£15.62			
	<b>Pay Gap</b>	<b>4.6%</b>		<b>7.7%</b>			
<b>Median Pay Gap</b>	Female	£12.90		£12.23			
	Male	£12.70		£12.13			
	<b>Pay Gap</b>	<b>-1.6%</b>		<b>-0.8%</b>			
		Bonus	Receiving a bonus	Bonus	Receiving a bonus		
			% of Relevant Employees		% of Relevant Employees		
			No.		No.		
<b>Mean Bonus Pay Gap</b>	Female	£3,713.20	74	71.8%	£4,193.00	64	65.3%
	Male	£5,527.68	75	40.3%	£6,067.00	67	40.6%
	<b>Bonus Pay Gap</b>	<b>32.8%</b>	149	51.6%	<b>30.9%</b>	131	49.8%
<b>Median Bonus Pay Gap</b>	Female	£2,633.00	74	71.8%	£2,690.00	64	65.3%
	Male	£3,789.00	75	40.3%	£4,198.00	67	40.6%
	<b>Bonus Pay Gap</b>	<b>30.5%</b>	149	51.6%	<b>35.9%</b>	131	49.8%

### 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>	23	32.4%	24	33.8%	29	40.8%	21	30.0%
<b>Male</b>	48	67.6%	47	66.2%	42	59.2%	49	70.0%
	71		71		71		70	

The figures in this report were calculated using the methodologies given in the ACAS publication 'Managing gender pay reporting' 2017.

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 10% to 289. Of the Kite population, 36% of the workforce is female. The majority of females are employed in sales and administrative roles but females are also employed in senior executive roles and in the warehouse and logistics environment.

The mean hourly rate has increased for everyone - for females by £1.01 and for males by £0.55 which has reduced the Gender Pay Gap (GPG) from 7.7% in 2018 to 4.6% in 2019. In the 2018 report, the median hourly rate showed there was no GPG as the rate favoured females. By 2019, the rates had increased by £0.67 for females and by £0.57 for males, thereby continuing to show no GPG on this measure.

Overall, the percentage of the workforce receiving a bonus increased by 2% to 52%. The proportion of females receiving a bonus increased to 72% of the female population (was 65%), whilst the proportion of males stayed largely the same. The mean bonus for both genders fell - females by £480 and males by £539 - this has resulted in a mean Bonus GPG of 32% (was 31%). The median bonus for males fell by £409 whilst for females it fell by only £57 thereby reducing the median Bonus GPG by 5.4% to 30.5%.

The population of Full Pay Relevant employees has increased by 38 over the twelve month period: 31 males (across all quartiles) and 7 females (in the lower and upper middle quartiles). The lower quartile reflects a concentration of males in warehouse and logistics roles. The middle quartiles reflect a concentration of females in sales and sales support roles.

Kite will publish and review the results of the Gender Pay Gap snapshots annually and suitable steps will be taken if required and where possible to reduce the pay gap and bonus pay gap and any identified inequalities going forward.