



Kite Packaging Limited - Gender Pay Gap Report - 2020/21

| | | | | Previous year: | | | |
|--------------------------------|---------------|---------------------------------|----------------------------|---------------------------------|----------------------------|-----|-------|
| | | Snapshot date 5th April 2020 | | Snapshot date 5th April 2019 | | | |
| Workforce - Relevant Employees | Female | 97 | 33.0% | 103 | 37.3% | | |
| | Male | 197 | 67.0% | 186 | 62.7% | | |
| | Total | 294 | | 289 | | | |
| Mean Pay Gap | Female | £13.88 | | £15.43 | | | |
| | Male | £15.27 | | £16.17 | | | |
| | Pay Gap | 9.1% | | 4.6% | | | |
| Median Pay Gap | Female | £13.08 | | £12.90 | | | |
| | Male | £12.92 | | £12.70 | | | |
| | Pay Gap | -1.2% | | -1.6% | | | |
| | | Bonus | Receiving a bonus | Bonus | Receiving a bonus | | |
| | | | % of Relevant Employees | | % of Relevant Employees | | |
| Mean Bonus Pay Gap | Female | £3,673.64 | 82 | 84.5% | £3,713.20 | 74 | 71.8% |
| | Male | £5,193.17 | 94 | 47.7% | £5,527.68 | 75 | 40.3% |
| | Bonus Pay Gap | 29.3% | 176 | 59.9% | 32.8% | 149 | 51.6% |
| Median Bonus Pay Gap | Female | £2,060.00 | 82 | 84.5% | £2,633.00 | 74 | 71.8% |
| | Male | £3,708.00 | 94 | 47.7% | £3,789.00 | 75 | 40.3% |
| | Bonus Pay Gap | 44.4% | 176 | 59.9% | 30.5% | 149 | 51.6% |

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 | 12 | 24.0% | 16 | 32.0% | 21 | 42.0% | 9 | 18.4% |
| Male | 38 | 76.0% | 34 | 68.0% | 29 | 58.0% | 40 | 81.6% |
| | 50 | | 50 | | 50 | | 49 | |

The figures in this report were calculated using the methodologies given in the ACAS publication 'Managing gender pay reporting' 2017 and advice from ACAS on the treatment of furlough in the calculations.

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 2% to 294. Of the Kite population, 33% 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.

Whilst the size of the workforce increased, on the snapshot date, 32% of the Kite workforce was on reduced pay due to the furlough arrangements during the Covid-19 pandemic. This reduced the number of full pay relevant employees by 30% and primarily affected the sales workforce, in which, a high concentration of females are employed. This has had a significant impact on the Gender Pay Gap calculations this time. The population of Full Pay Relevant employees fell by 84 over the twelve month period, primarily due to furlough: 45 males and 39 females, mainly in management and sales.

The mean hourly rate has decreased for females by £1.55 and for males by £0.90 which has increased the Gender Pay Gap (GPG) from 4.6% in 2019 to 9.5% in 2020. As in 2018 and 2019, the median hourly rate showed there was no GPG as the rate favoured females. Comparing 2020 with 2019, the rates had increased by £0.18 for females and by £0.22 for males, thereby continuing to show no GPG on this measure.

Overall, the percentage of the workforce receiving a bonus increased by 8.5% to 60%. The proportion of females receiving a bonus increased to 85% of the female population (was 72%), whilst the proportion of males receiving a bonus increased by 7% to 48%. The mean bonus for both genders fell - by £39 for females and £335 for males; the resulting mean Bonus GPG fell by 3.5% to 29.3%. The median bonus for females fell by £573 whilst for males it fell by £81; this has increased the Gender Pay Gap in this measure by 14%.

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.