



Kite Packaging Limited - Gender Pay Gap Report

		Snapshot date 5th April 2018		
Workforce - Relevant Employees	Female	98	37.3%	
	Male	165	62.7%	
	Total	263		
Mean Pay Gap	Female	£14.42		
	Male	£15.62		
	Pay Gap	7.7%		
Median Pay Gap	Female	£12.23		
	Male	£12.13		
	Pay Gap	-0.8%		
		Bonus	Receiving a bonus	
			No.	%
Mean Bonus Pay Gap	Female	£4,193.00	64	65.3%
	Male	£6,067.00	67	40.6%
	Bonus Pay Gap	30.9%	131	
Median Bonus Pay Gap	Female	£2,690.00	64	65.3%
	Male	£4,198.00	67	40.6%
	Bonus Pay Gap	35.9%	131	

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	18	29.0%	26	42.6%	25	41.0%	21	34.4%
Male	44	71.0%	35	57.4%	36	59.0%	40	65.6%
	62		61		61		61	

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 support, warehouse, logistics, administrative and senior executive posts. Of the Kite population, 37% 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.

In Kite, the Mean Pay Gap favours males whereas the Median Pay Gap favours females. Both the Mean and the Median Bonus Pay Gap favours males, mostly due to the executive team (being predominantly male) receiving larger bonuses. In the quartile bands, the upper and lower quartiles are mainly populated by male executives and warehouse operatives and drivers, respectively. There is a more even spread of males and females in the two middle quartiles.

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.