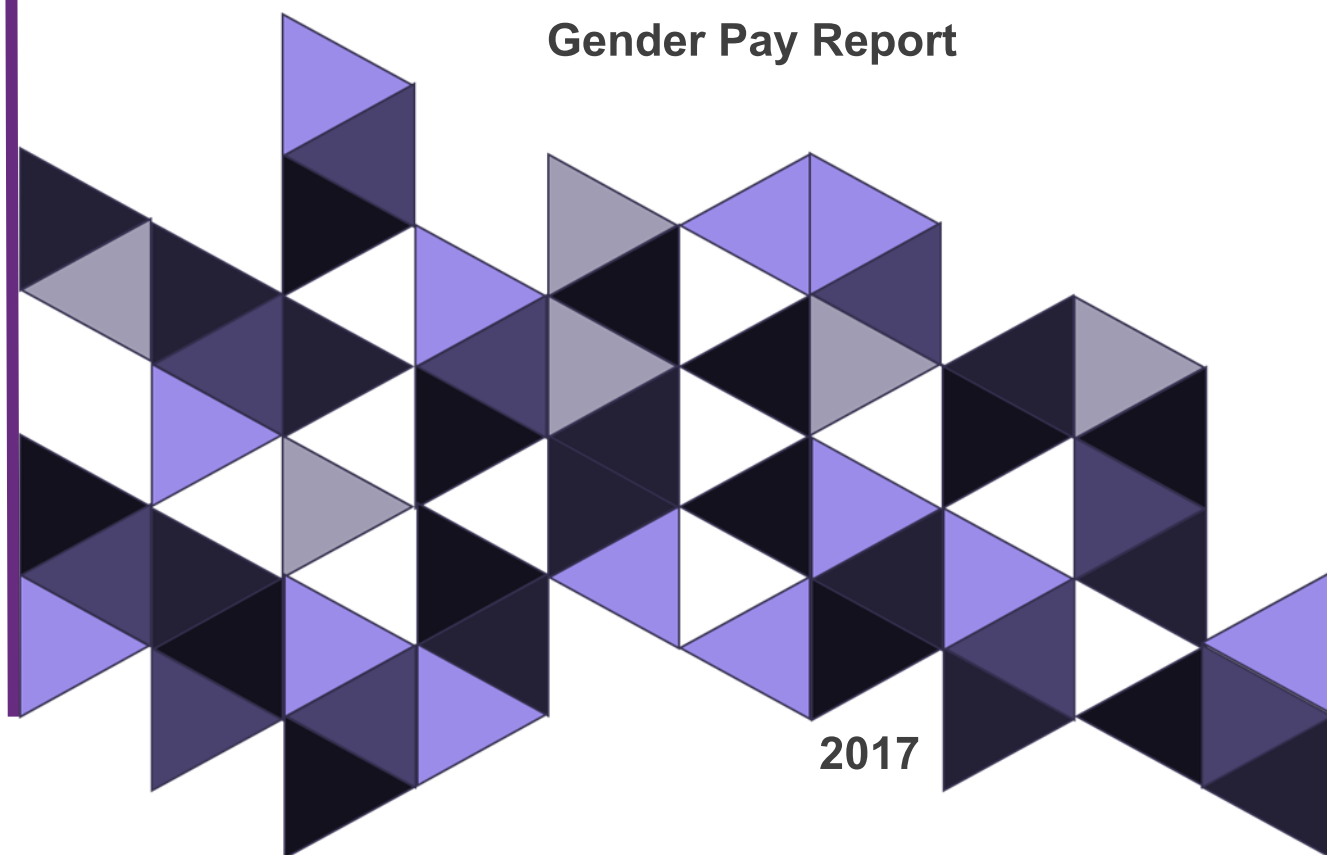


# Kolak Snack Foods

## Gender Pay Report



*'Creating quality for our customers'*

# Kolak Snack Foods

## Gender Pay Report 2017

We are a leading manufacturer of crisps and snack based products. Unrivalled quality, innovation and service have positioned us as the supplier of choice for customers in the UK and overseas.

At Kolak Snack Foods we are confident that men and women are paid equally for doing equivalent jobs across our business. Given almost 24 hours operations in our factories, some shifts do see a normal decline in gender ratio. This plays a part in the representation of gender in our organization.

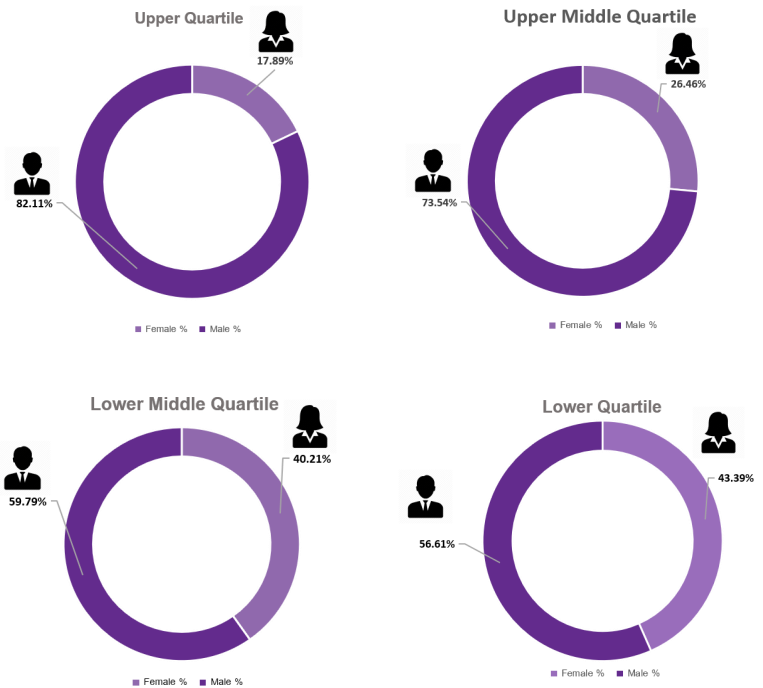
The gender bonus gap is a reflection of a higher proportion of men in senior roles and is consistent with there being relatively more men in the higher pay quartiles. The participants in the scheme were a combination of leadership team and those offered long term retention / association rewards.

  
**Rikin Lakhani**  
 Managing Director



Mean gender pay gap - Ordinary pay	9.50%
Median gender pay gap - Ordinary pay	4.30%

### Proportion of male and female employees in each quartile



Mean gender pay gap - Bonus pay in the 12 months ending 31 March	91.60%
Median gender pay gap - Bonus pay in the 12 months ending 31 March	91.60%

The proportion of male and female employees paid a bonus in the 12 months ending 31 March:

