

Kolak Snack Foods

Gender Pay Report



2018

'Creating quality for our customers'

Kolak Snack Foods Limited are a leading manufacturer of crisps and snack-based products. Unrivalled quality, innovation and service have positioned the company as the partner of choice for customers across the UK and overseas.

We are an employer required by law to undertake gender pay gap reporting under the Equality Act 2010 (Gender Pay gap information) Regulations 2017.

Hourly pay Information

Mean hourly pay difference between Male and Female employees	15.80%
Median hourly pay difference between male and female employees	3.80%

Kolak Snack Foods Limited's gender pay gap is lower than the national average of 17.9%.

We are confident that men and women are paid equally for doing equivalent jobs across our business. Given almost 24-hour operation in our factories, night workers receive an uplift vs day rate. As the night shift are predominantly male this contributes towards the difference on both mean and median gender pay gaps.

Pay Quartiles - Gender Split

Gender Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	49.1%	38%	32.7%	19.5%	34.9%
Male	50.9%	62%	67.3%	80.5%	65.1%

The pay quartiles shown above demonstrate the proportion of male and female employees in each of the quartile bands. At entry level the split between male and female is even. At the upper level there is a higher representation of males vs females. This is an area of focus for our business: we shall continue to ensure both male and female employees have equal opportunities for senior roles.

Bonus Information

Mean gender pay gap - Bonus pay in the 12 months	0%
Median gender pay gap - Bonus pay in the 12 months	0%
The proportion of male and female employees paid a bonus in the 12 months	0

Bonuses are based on key performance criteria and employee recognition. No bonuses were paid for this period.

What is our plan

As a business we want to continue to attract talent by our employment conditions and through incentivising our people. We shall also continue to explore ways to balance the gender pay split through our business.

I confirm the information published above is accurate.



Rikin Lakhani
Managing Director -UK