

Kolak Snack Foods Ltd

Gender Pay Gap Report 2019



We are an employer required by law to carry our Gender Pay Gap reporting under the Equality ACT 2010 (Gender Pay gap information) Regulations 2017.

We are a leading Food 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.

HOURLY PAY INFORMATION

Mean hourly pay difference between Male and Female employees	12.9%
Median hourly pay difference between male and female employees	5.5

Kolak Snack foods Ltd's Gender Pay Gap is lower than the National Average of 17.9%

At Kolak Snack Foods Ltd we are confident that men and women are paid equally for doing equivalent jobs across our business. Given almost 24-hour Operations in our factories, our night workers receive an uplift on the day rates. As the night teams are predominantly male this contributes towards the difference on mean and median gender gap pay.

PAY QUANTILES-GENDER SPLIT

Gender Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	54.74%	30.74%	32.48	18.61	34.14%
Male	45.26%	69.26%	67.52	81.39	65.86%

The pay quartiles on the above show the proportion of male and female employees in each of the quartile's bands. At entry level the split between male and female is fairly even. At upper level higher representation of males versus females. This is an area of the focus for our business to continue to ensure both male and female have equal opportunity to 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

Bonus base on Key Performance and employee recognition. We didn't pay any bonus' for this period due to the restructure the business.

WHAT IS OUR PLAN

We are seriously looking at ways to address the gender split through the business. As a business we want to employ the best people for the position and pay competitive rates to attract the right talent and skills sets.

I confirm the information published above is accurate.

Rikin Lakhani

Managing Director