

Kolak Snack Foods Ltd Gender Pay Report



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

Our gender pay gap as at 4 April 2020 of 14.8% is lower than the National Average (15.5% for 2020 (Office of National Statistics)) and an improvement on the previous year.

We remain committed to providing an environment which supports a vibrant diverse workforce across our business, reflecting our channels and customer base. We are making improvements in our attraction, development and retention approaches in support of this.

I confirm that the data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Rikin Lakhani, Managing Director
April 2021

Hourly pay Information

Mean hourly pay difference between Male and Female employees	14.8%
Median hourly pay difference between male and female employees	4.1%

Pay Quartiles-Gender Split

Gender Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	56%	34%	37%	19%	35%
Male	44%	66%	63%	81%	65%

Bonus Information

Mean gender pay gap - Bonus pay in the 12 months	100%
Median gender pay gap - Bonus pay in the 12 months	100%
The proportion of male paid a bonus in the 12 months	0.4%
The proportion female employees paid a bonus in the 12 months	0.0%

Supporting information

- In order to improve our gender split through our business, we are putting in place a number of steps including:
- Clear role descriptions and role framework with associated benefits
- Recruitment and promotion processes to include structured assessment processes
- Performance appraisals and calibration
- Development PDPs and succession plans
- Manager training
- Metrics to monitor the diversity of our population

At the "snapshot date" of April 2020 we had around 5% of our employee base on furlough. This had only a small impact on the data reported.