

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 2021 of 16.64%. This is higher than the National Average (15.4% for 2021 (Office of National Statistics October 2021)) as well as being slightly higher than last year.

We are disappointed that there has been an increase and 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 2022

Hourly pay Information

Mean hourly pay difference between Male and Female employees	16.64%
Median hourly pay difference between male and female employees	3.56%

Pay Quartiles-Gender Split

Gender Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	58.5%	35%	42%	17%	38%
Male	41.5%	65%	58%	83%	62%

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	0.2%
The proportion female employees paid a bonus in the 12 months	0.0%

Supporting information

To improve our gender split through our business, we continue to focus on a number of areas including:

- Clear role descriptions and role framework with associated benefits
- Recruitment and promotion to include structured assessment processes
- Performance appraisals and calibration
- Development PDPs and succession plans
- Manager training
- Metrics to monitor the diversity of our population
- Increasing focus on employee voice initiatives