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# **GENDER PAY GAP REPORT**

## **2024**

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- In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2016 (UK), (the “Regulations”). We are pleased to present our 2024 Gender Pay Gap Report.
- At Kolak Snack Foods Ltd we are committed to equal pay for equal work and ensuring all our colleagues are treated fairly, we are a diverse workforce that is reflective of the UK population in which we operate.
- Kolak Snack Foods Ltd is part of the Europe Snacks Group, we are a leading manufacturer of crisps and snacks with unrivalled quality, innovation and customer service and are positioned as the partner of choice for customers in the UK and overseas. We have 2 manufacturing sites in the UK and supply most of the major supermarkets in the UK. We continue to work hard to ensure that Kolak Snack Foods Ltd is a great place to work and are committed to continuing to close our gender pay gap.
- Our mean gender pay gap has decreased over the last year from 18.07% at April 2023 to 15.46% in 2024. This remains higher than the National Average which is 7% for 2024.
- We are pleased that there has been a slight improvement from last year and we remain committed to providing an environment which supports a vibrant diverse workforce across our business, which is fair and transparent.

# MEAN & MEDIAN GENDER PAY GAP

## Hourly Pay Information

Mean hourly pay difference between Male and Female employees	<b>15.46%</b>
Median hourly pay difference between male and female employees	<b>10.33%</b>

## Bonus Information

Mean gender pay gap - Bonus pay in the 12 months	<b>9.58%</b>
Median gender pay gap - Bonus pay in the 12 months	<b>-32.68%</b>
The proportion of male paid a bonus in the 12 months	<b>9.95%</b>
The proportion female employees paid a bonus in the 12 months	<b>3.1%</b>

## Pay Quartiles

Gender Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	<b>64%</b>	<b>39%</b>	<b>23%</b>	<b>21%</b>	<b>21%</b>
Male	<b>36%</b>	<b>61%</b>	<b>77%</b>	<b>79%</b>	<b>79%</b>

## What does this say about our Company?

- Our gender pay gap is heavily influenced by the demographics of our business
- In Kolak, our workforce is 62% male and 38% female.
- This is largely due to the manual nature of many roles and the broader social and cultural factors that shape our workforce.
- A higher proportion of men work in shift-based roles, which attract premium pay rates, widening the gender pay gap.
- It is important to note that Kolak has no instances of unequal pay for equal work and when comparing basic hourly pay for the same roles, there is no difference between male and female employees.
- On average our lowest paid employees earn more than 16p above national minimum wage

# WHAT ACTIONS ARE WE TAKING TO CLOSE THE GAP

- ✓ We are highly committed to gender equality and diversity across our business
- ✓ We will continue to employ the right person with the right salary using our benchmarking tools to ensure we are competitive in the market
- ✓ We will enable our female employees to make career transitions in line with their aspirations through;
  - Talent and performance assessments
  - We are launching a Management Development Program. This initiative will support women in operational roles by providing structured development plans to help them progress into supervisor and management positions.
  - Provide manager training
  - Continue to provide and monitor our KPIs on diversity and equality across our population
  - Continue our commitment and focus to engaging with our employees and providing them with a voice that is heard throughout our business

## Declaration:

We 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 of Kolak Snack Foods Ltd (a Europe Snacks Company)