



**europe
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GENDER PAY GAP REPORT

2025

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- In accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We are pleased to present our 2025 Gender Pay Gap Report.
- At Kolak Snack Foods Ltd we are committed to equal pay 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.

Key Results

- Mean gender pay gap: 15.10% down from 15.46%
- Median gender pay gap: 5.88% down from 10.33%

Workforce Composition

- Female: 35.25% down from 38.13%
- Male: 64.75%

While pay gap measures have improved, female representation has decreased and remains uneven across the organisation.

MEAN & MEDIAN GENDER PAY GAP

Hourly Pay Information

Mean hourly pay difference between Male and Female employees	15.10
Median hourly pay difference between male and female employees	5.88%

Pay Quartiles

Gender Split	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Total
Female	65%	32%	25%	19%	35.25%
Male	35%	68%	75%	81%	64.75%

Bonus Information

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

What does this say about our Company?

- Our gender pay gap is influenced by the demographics of our business
- Overall our workforce was 65% male and 35% female. This is partly attributed to the male employees being in higher paid operational roles and/or senior and technical roles.
- A higher proportion of men than women in shift-based roles, which attract premium rates of pay
- On average, our lowest-paid employees earn more than 10p above the national minimum wage
- No bonus was paid during the 2024/25 reporting period.

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
 - Providing development plans and personal support to our high potential female employees
 - 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)