



## Gender Pay Report Kinnerton 2022

5 April 2022



# Welcome to our Gender Pay Gap Report



All large UK companies employing 250 people or more are required to report the following gender pay gap figures:

- Gender pay gap (mean and median figures)
- Gender bonus gap (mean and median figures)
- Proportion of men and women in each quartile of the organisation's pay structure
- Proportion of men and women receiving bonuses
- Executive pay ratio reporting - as at the snapshot date Kinnerton Confectionery did not employ a CEO

Kinnerton Confectionery Ltd consists of 2 manufacturing sites in the UK based in Fakenham and Sherburn in Elmet. We recognise the importance of being transparent about the average gender pay gap, and that by reporting it more progress will be made in bridging the pay gap that exists in the UK today. We fully recognise our obligations to promote gender equality and we strive to achieve fairness and equality in the workplace.

The Office of National Statistics reports that nationally the gender pay gap among all employees decreased to 14.9% in 2022 from 15.4% in 2021 and down from 17.4% in 2019.

This is our sixth year of reporting, and we continue to make progress to change our gender pay differentials. We believe in gender neutral remuneration.

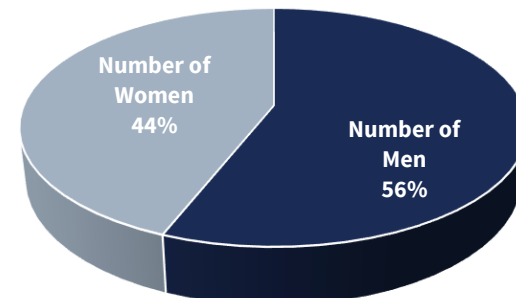
In 2022, we continued to focus on harmonising the pay of comparable roles within the factory-based teams with a transparent, gender-neutral grading system.

As common within manufacturing industries there are currently slightly more men than women working across the business. We will continue to focus on maintaining a balanced split of males and females within the business and providing opportunities that promote gender parity.

Our commitment to diversity continues to demonstrate gender pay gap figures which are significantly lower than the published National Average for comparable businesses.

Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 5<sup>th</sup> April 2022.

**Overall Gender Mix**



# Understanding Our Data 2022



Our data illustrates our mean and median overall gender pay gap, as at the snapshot data of 5<sup>th</sup> April 2022.

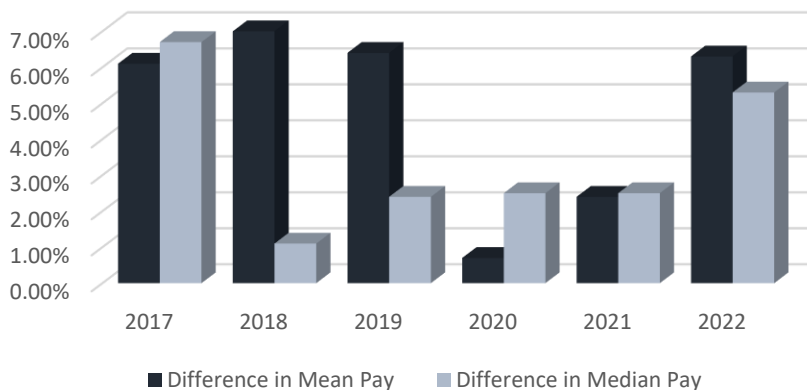
|                          | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------------------------|------|------|------|------|------|------|
| Difference in Mean Pay   | 6.1% | 7%   | 6.4% | 0.7% | 2.4% | 6.3% |
| Difference in Median Pay | 6.7% | 1.1% | 2.4% | 2.5% | 2.5% | 5.3% |

Our mean pay gap is 6.3% and has increased by 0.2% since 2017 and by 3.9% since 2021.

Our median pay gap is 5.3% and has reduced by 1.4% since 2017 and increased by 2.8% since 2021.

Our mean difference has increased in the last 12 months and is demonstrated in a decrease by 3% of females in the upper quartile pay and an increase in 8% of females in the lower quartile pay. Our data demonstrates we have an increased gender pay gap over the last 2 years however overall, our gender pay gap remains well below the national average of 14.9%.

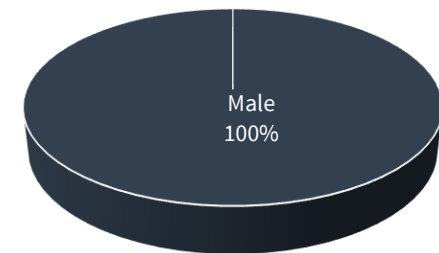
## Mean/Median Difference



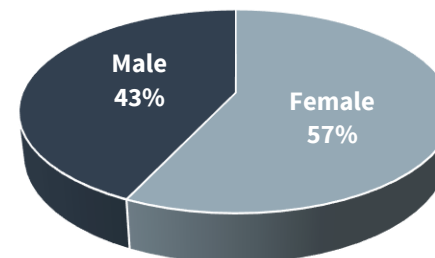
The executive team employed by Kinnerton consists of 1 male.

During 2020 the business moved to a group executive team. In 2022 this consisted of 57% female and 43% male. This is not represented in the Kinnerton data.

## Kinnerton Executive Team

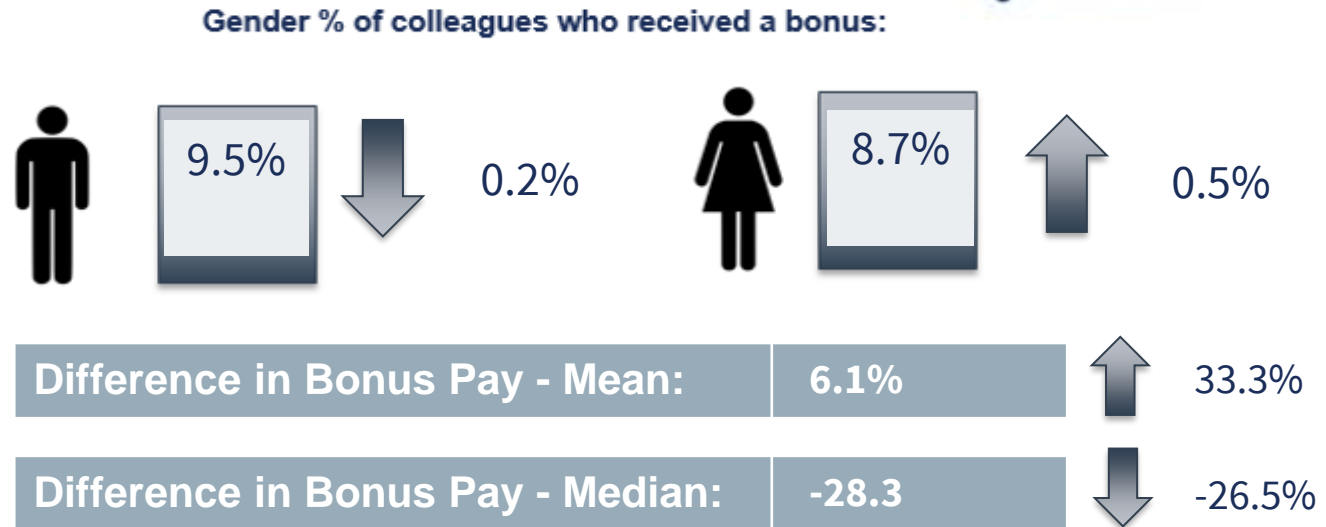


## Group Executive Team



# Understanding Our Bonus Payments 2022

**ZERTUS**  
SINCE 1826  
UK&I



There is a difference of 0.8% between male and females paid a bonus in 2022.

The % of the workforce who received a bonus in 2022 was 9.2%.

The data demonstrates the average bonus payment for males was 6.1% higher than females.  
The median bonus payment for males was 26% less than females.

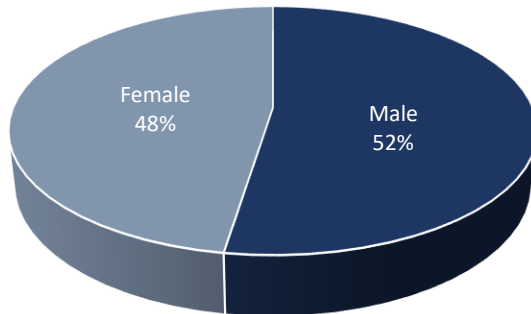
# Our Data as of 5 April 2022



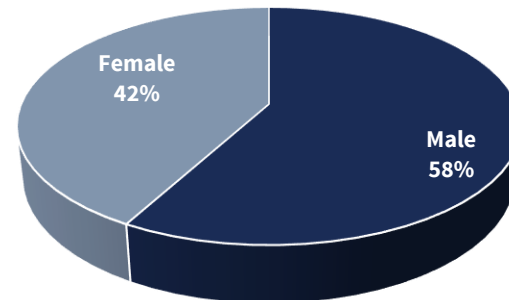
We aspire to a gender balanced workforce. The overall gender mix of our business is 56% Male and 44% Female. This is an increase by 2% in Females in the business. When understanding this report, it is useful to understand the split between our Salaried and Factory Workforce:

|                                 |                         |               |
|---------------------------------|-------------------------|---------------|
| Salaried/Professional/Executive | 53% Male and 48% Female | 200 Employees |
| Factory Based teams             | 58% Male and 42% Female | 455 Employees |

**Professional Roles (Salary)**



**Factory Roles (Hourly)**



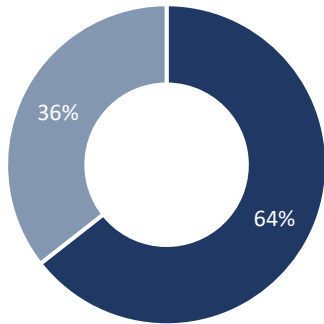
We have a well-established and open approach to flexible working that does not hinder female employees in their career or personal development. During 2022, we provided flexible working opportunities/enhanced maternity/shared parental and paternity leave to help our employees return to work/continue their careers with us. 4% of our workforce currently work under an agreed flexible work agreement (reduced hours) 3.5% females and 0.5% male.

# Quartile Bands 2022



## Upper (75 - 100%)

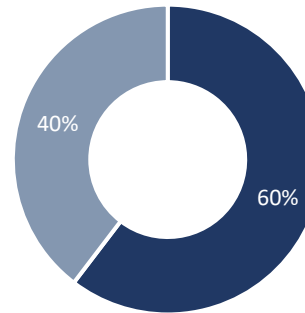
■ Men% ■ Women%



The number of women in the upper quartile decreased by 3%

## Upper middle (50 - 75%)

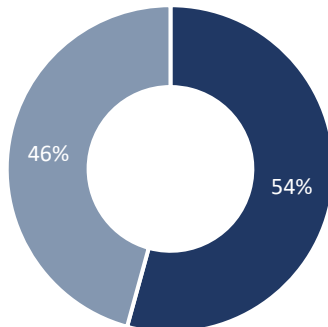
■ Men% ■ Women%



The number of women in the upper middle quartile increased by 1%

## Lower middle (25 - 50%)

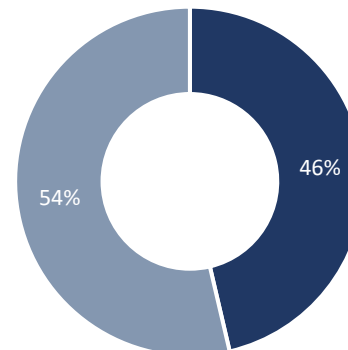
■ Men% ■ Women%



The number of women in the lower middle quartile maintained at 46%

## Lower (0 - 25%)

■ Men% ■ Women%



The number of women in the lower quartile increased by 8%

# Future Initiatives and Commitment



- We remain committed to attracting and retaining talent for our business and ensuring that gender is never a factor in decision making.
- We continue to promote internal recruitment to all our colleagues by sharing the opportunities available within the business to progress and diversify where applicable.
- We will assess candidate suitability equally for roles and how they are scored to ensure fairness across candidates irrelevant of gender. We are committed to using the Government issued guidance 'Reducing the gender pay gap and improving gender equality in organisations: Evidence-based actions for employers', when recruiting, shortlisting and promoting colleagues.
- We are committed to the equality, diversity & inclusion within the workplace and promote this within our workforce through training and raising awareness.
- We remain committed to regularly reviewing and benchmarking our pay rates against local job markets. Ensuring that all colleagues receive fair remuneration for their role, skills and experience, regardless of gender.
- We will continue to review and evolve our reward & recognition schemes to ensure that performance is rewarded for all deserving colleagues.
- We are committed to achieving a work environment that enables all employees to achieve their full potential.
- We are committed to the equality, diversity & inclusion within the workplace and promote this within our workforce.
- We aim to improve workplace flexibility for all employees including hybrid working where possible as we exit the pandemic.
- Through our established values, which include 'Courage' and 'Respect' we recognises that our ethical compass will compel us to do the right thing for ourself, the team and the business to which we will continue to endorse.
- We will continue to make Kinnerton a great place to work for all colleagues.
- I can confirm that this data is accurate.

A handwritten signature in black ink, appearing to read 'Paul Tripp'.

Paul Tripp  
CEO UK&I