

Gender Pay Gap Report 2025

Snapshot Date	5 April 2025
Person responsible for employer's report	Elizabeth Waugh (Finance Director)
Address	Balmalcolm Farm, Balmalcolm, Cupar, Fife, KY15 7TJ
Nature of business	Fresh Produce (Manufacturing)
Employer size	500 to 999 employees

Difference in hourly rate

Women's mean hourly rate is	Women's median hourly rate is
1.91% lower than men's	3.70% lower than men's

Proportion of women in each pay quartile

Top quartile (highest paid)
23.80% of top quartile are women
Upper middle quartile
36.10% of upper middle quartile are women
Lower middle quartile
39.50% of lower middle quartile are women
Lower quartile (lowest paid)
33.90% of the lower quartile are women

Who received bonus pay

5.94% of Women
5.12% of Men
Women's mean bonus pay is 6.67% higher than men's.
Women's median bonus pay is 0.00% higher than men's.

We explain why

Kettle Produce Ltd is committed to equal pay opportunities for men and women.

We are pleased to report that our gender pay gap percentage is significantly below that of the national average. The change in the proportion of men within the business, provides the underpinning reason for the company's mean Gender Pay Gap of 1.91% is slightly up from 1.26% last year. This is due to utilising more of the Seasonal Agricultural Workers scheme for temporary labour, where the majority of workers are male. The median pay gap has also increased slightly by 1.30%.