

# KETTLEproduce Ltd

## Gender Pay Gap Report 2024

Snapshot Date	5 April 2024
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

**1.26% higher  
than men's**

Women's median hourly rate is

**2.40% lower  
than men's**

### Proportion of women in each pay quartile

Top quartile (highest paid)

**29.9% of top quartile are women**

Upper middle quartile

**30.2% of upper middle quartile are women**

Lower middle quartile

**36.0% of lower middle quartile are women**

Lower quartile (lowest paid)

**35.3% of the lower quartile are women**

### Who received bonus pay

0% of Women

0% of Men

### 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 is again significantly above 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 -1.79% which is down from 3.05% last year. This is due to utilising the Seasonal Agricultural Workers scheme for temporary labour, where the majority of workers are male. The median pay gap has also decreased by 1.65%.

We did not pay any bonus payments this reference period.