

Gender Pay Gap Report 2023

Snapshot Date	5 April 2023
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

**3.05% lower
than men's**

Women's median hourly rate is

**4.05% lower
than men's**

Proportion of women in each pay quartile

Top quartile (highest paid)

28.3% of top quartile are women

Upper middle quartile

33.2% of upper middle quartile are women

Lower middle quartile

44.7% of lower middle quartile are women

Lower quartile (lowest paid)

37.2% 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 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 3.05% which is up from 0.99% 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 increased by 1.2%.

We did not pay any bonus payments this reference period.