

KETTLEproduce Ltd

Gender Pay Gap Report 2019

Snapshot Date	5 April 2019
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	1000 to 4999 employees

Difference in hourly rate

Women's mean hourly rate is

**5.1% lower
than men's**

Women's median hourly rate is

**5.0% lower
than men's**

Proportion of women in each pay quartile

Top quartile (highest paid)

25.1% of top quartile are women

Upper middle quartile

34.7% of upper middle quartile are women

Lower middle quartile

40.6% of lower middle quartile are women

Lower quartile (lowest paid)

35.8% 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, particularly in the middle and upper quartiles, provides the underpinning reason for the company's mean Gender Pay Gap of 5.1% which is down from 6.8% last year. The median pay gap has increased to 5.0%. We did not pay any bonus payments this reference period.