

Kober Foods Ltd
Gender Pay Gap Report 2020

Summary

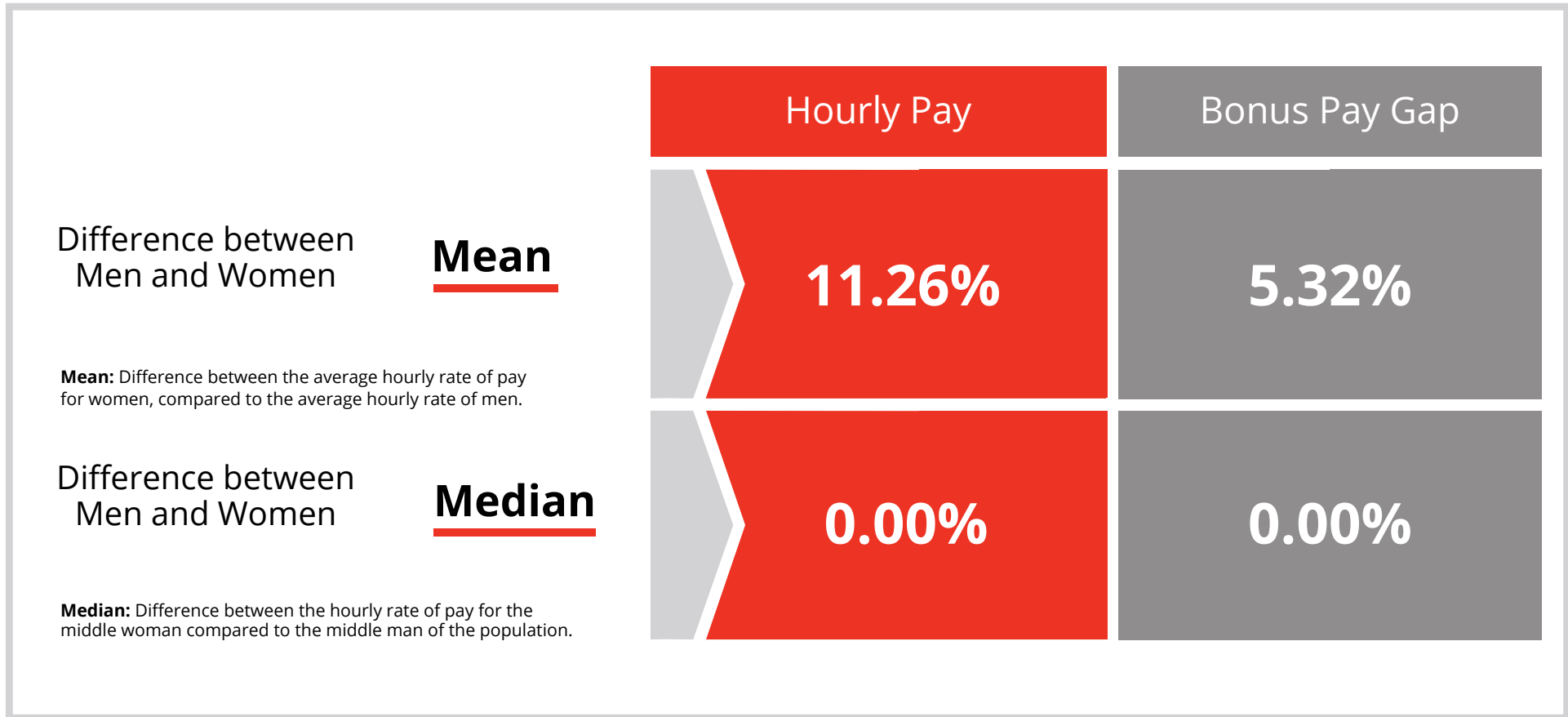
On behalf of Kober Foods Ltd I am pleased to present our Gender Pay Gap Report as at April 2020.

We employ approximately 534 colleagues and supply cooked meat.

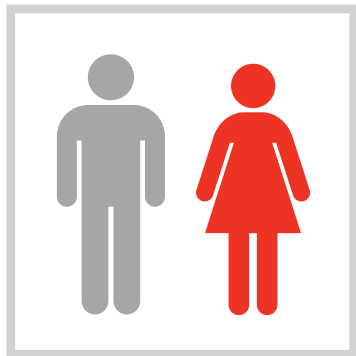
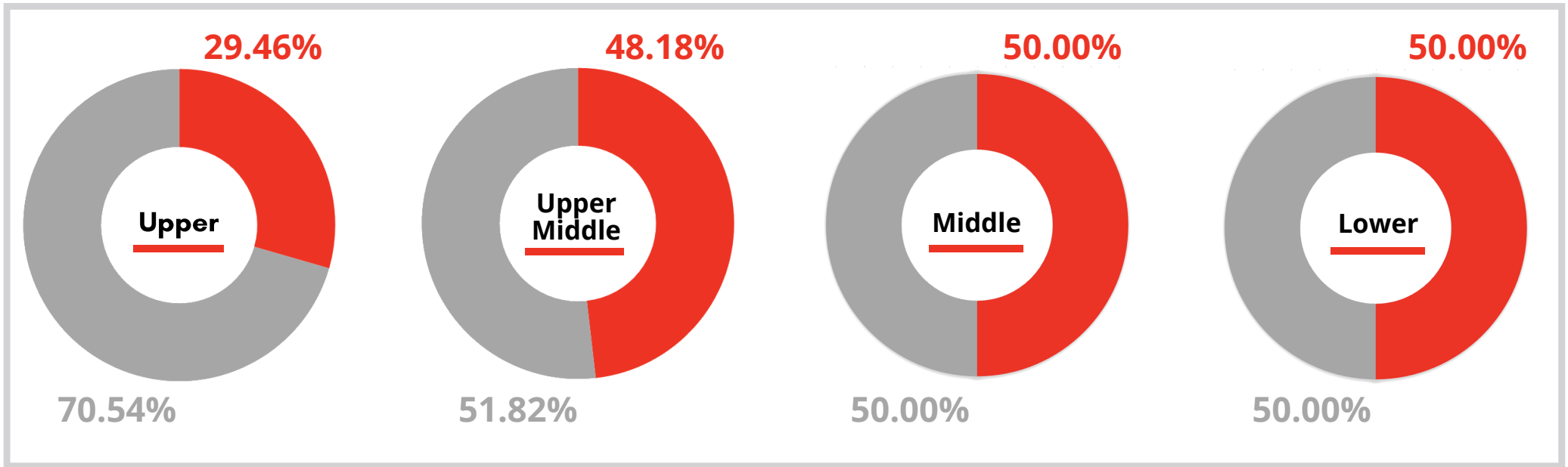
In presenting this report I confirm that the information contained is accurate.

Michelle Hand
People Director
IPL Ltd

Kober's Gender Pay and Bonus Gap



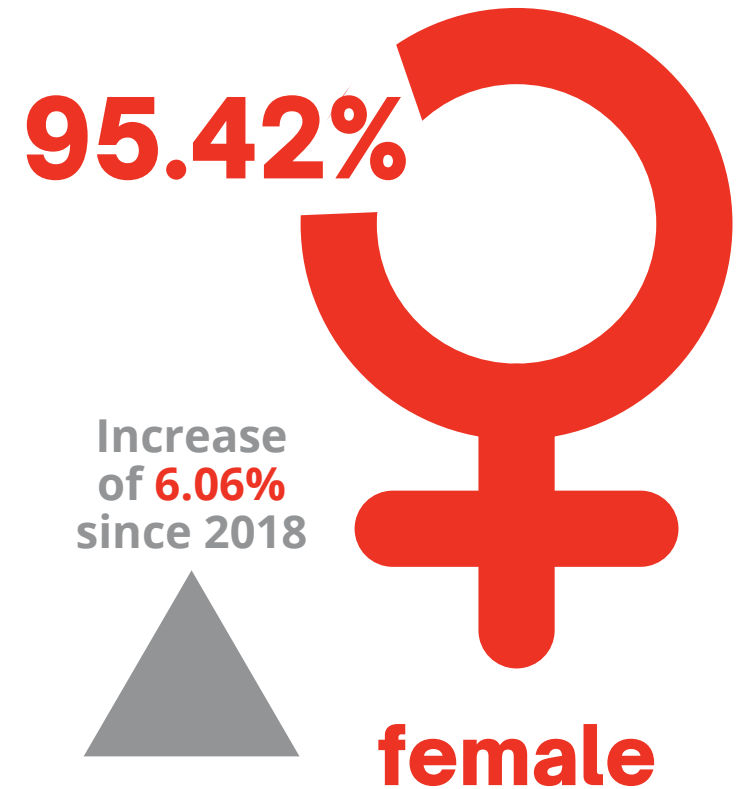
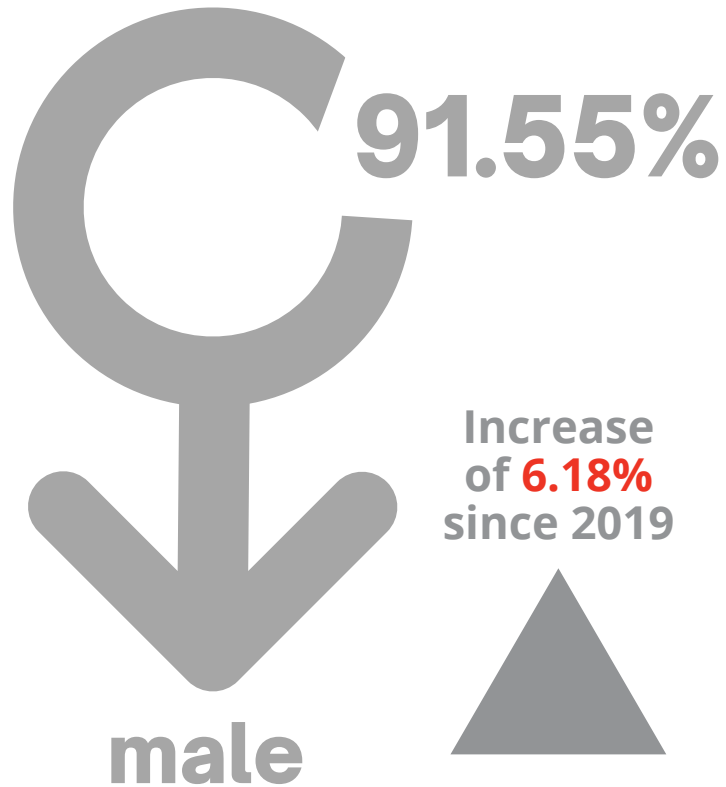
Kober's Gender Pay Gap



The above shows our gender distribution within the four quartiles, with each quartile containing approximately

} **110**
COLLEAGUES

Proportion of Kober colleagues receiving a bonus



The above shows a 3.87% difference between the number of men and women being paid a bonus in 2019/20. All Kober colleagues are eligible to participate in a discretionary bonus scheme.