

**Kober Ltd**

Gender Pay Gap Report 2021

**kober**

# Summary

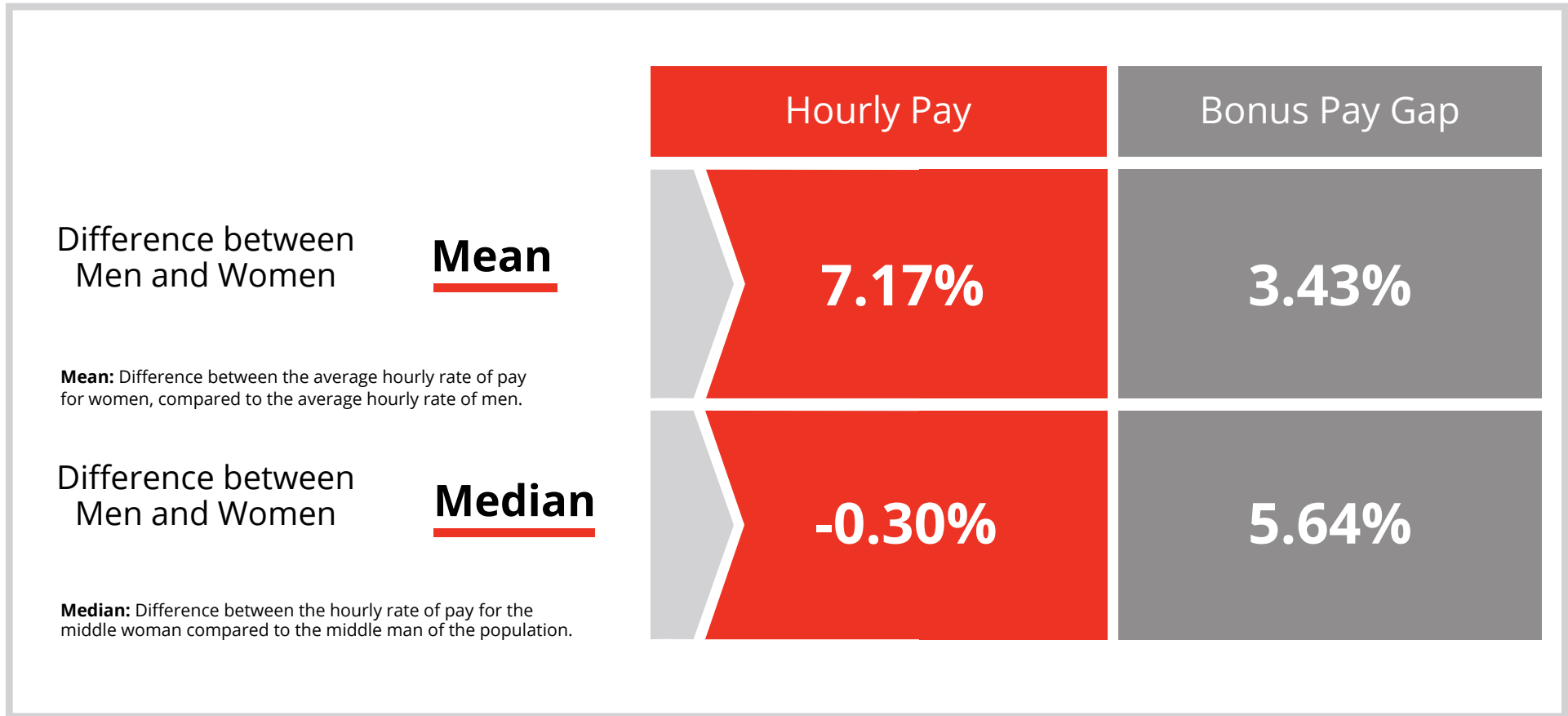
On behalf of Kober Ltd I am pleased to present our Gender Pay Gap Report as at April 2021.

We employ approximately 590 colleagues and supply bacon and other meat products.

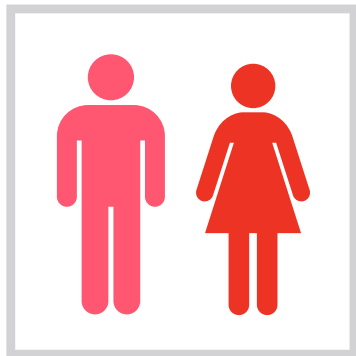
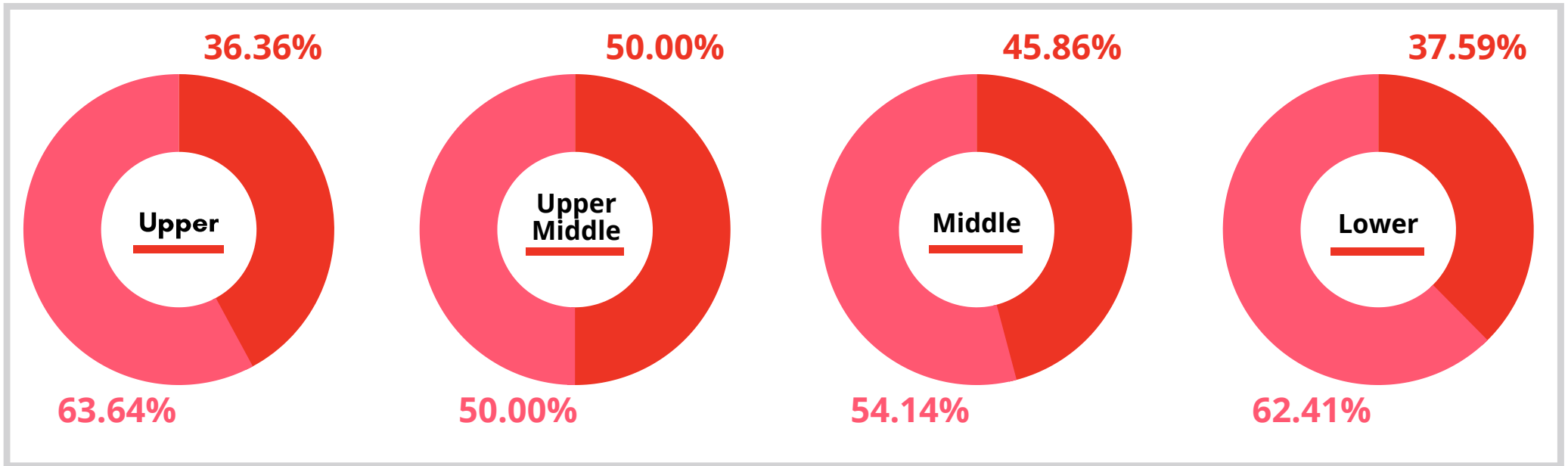
In presenting this report I confirm that the information contained is accurate.

Varinder Rehal  
Group Corporate Services Director  
IPL Ltd

# Kober's Gender Pay and Bonus Gap



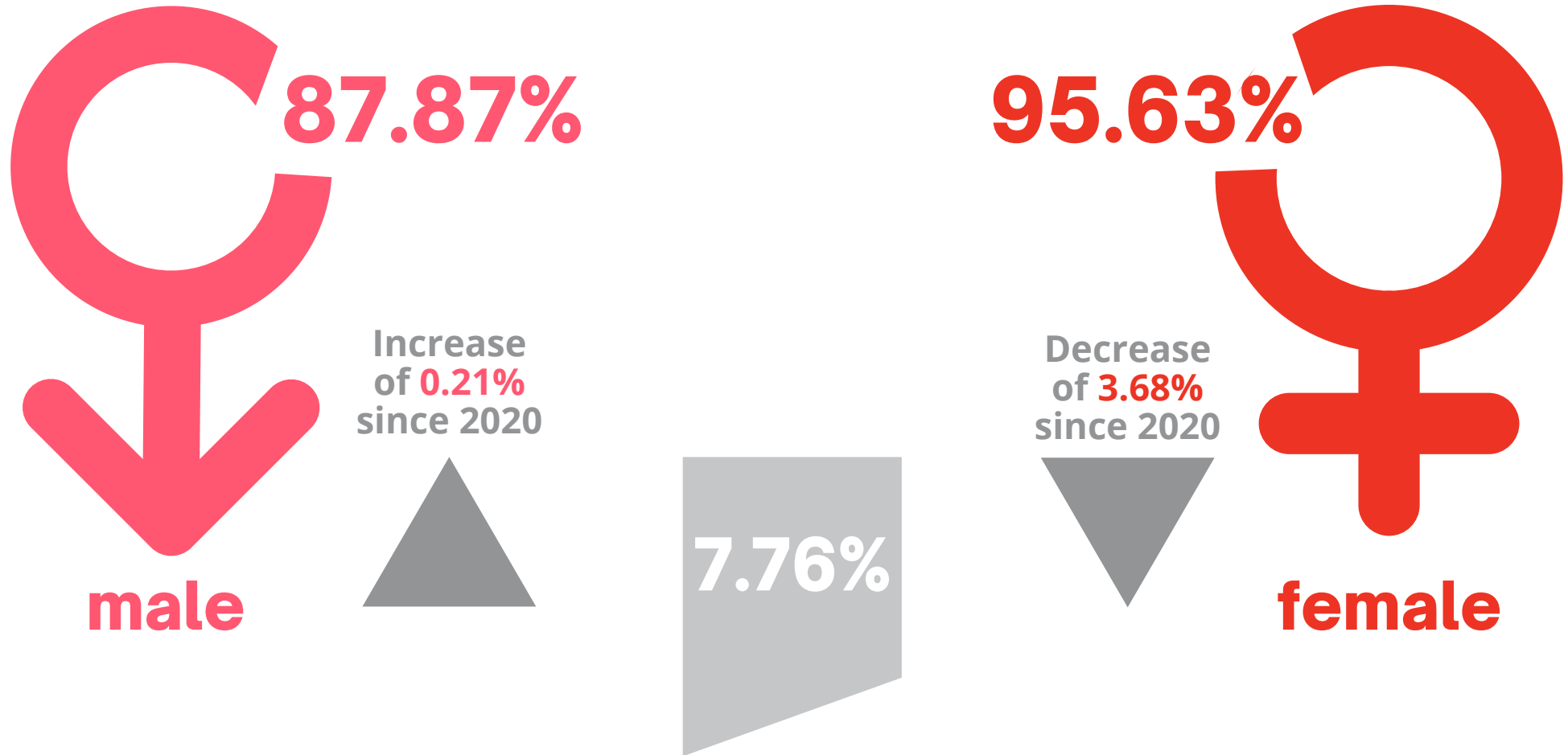
# Kober's Gender Pay Gap



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

} **132**  
COLLEAGUES

# Proportion of Kober colleagues receiving a bonus



The above shows a 7.76% difference between the number of men and women being paid a bonus in 2020/21. All Kober colleagues are eligible to participate in a discretionary bonus scheme.