

Kober Ltd

Gender Pay Gap Report 2022

kober

Summary

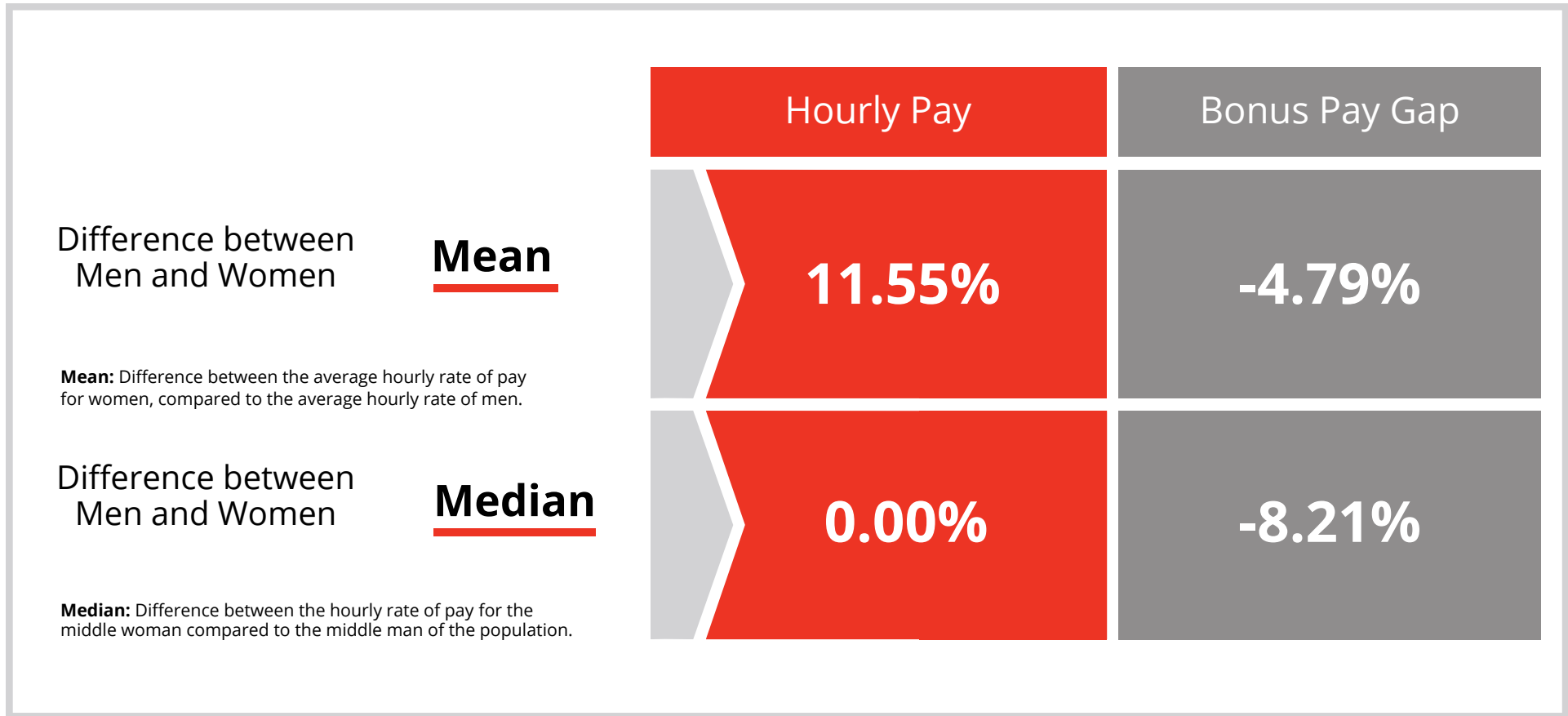
On behalf of Kober Ltd I am pleased to present our Gender Pay Gap Report as at April 2022.

We employ approximately 411 colleagues and supply bacon and other meat products.

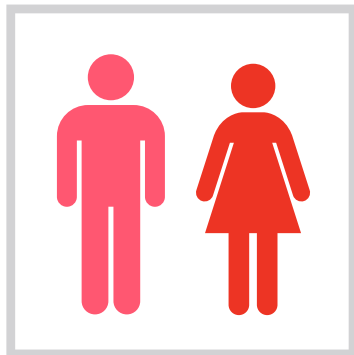
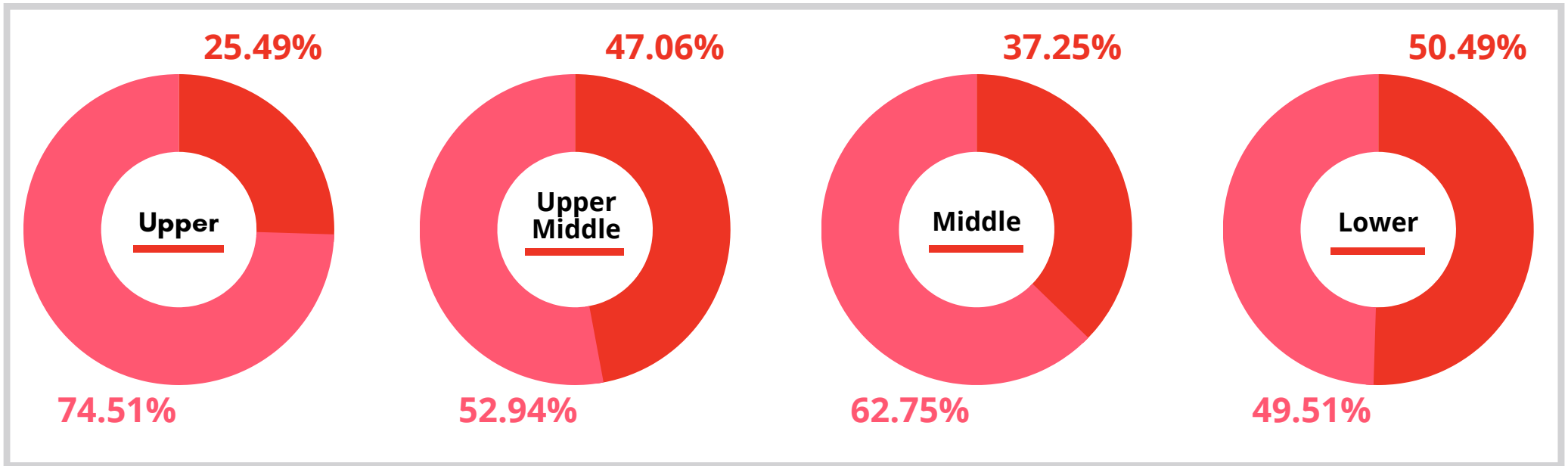
In presenting this report I confirm that the information contained is accurate.

Varinder Rehal
Group Corporate Services Director
IPL Ltd

Kober's Gender Pay and Bonus Gap



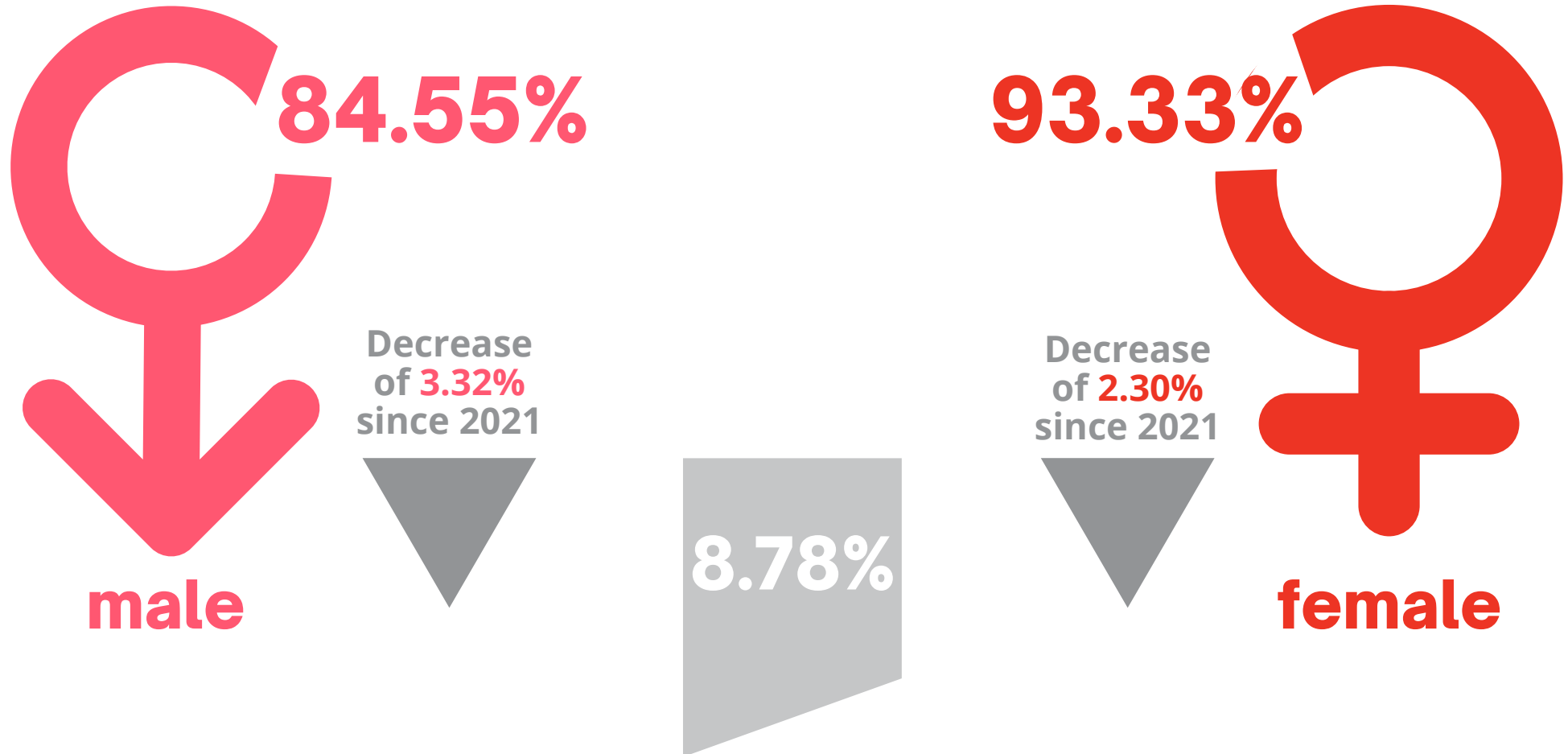
Kober's Gender Pay Gap



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

} **102**
COLLEAGUES

Proportion of Kober colleagues receiving a bonus



The above shows a 8.78% difference between the number of men and women being paid a bonus in 2020/22. All Kober colleagues are eligible to participate in a discretionary bonus scheme.