

Kober Limited

Gender Pay Gap Report 2023



The gender pay gap

At Kober, we are fully committed to being a truly inclusive business where each one of our colleagues is treated fairly and with respect, regardless of their background.

To fulfil our Purpose: **‘one team, creating exceptional value for our customer’**, and live our Values, we strive to create a business where everyone feels listened to, feels valued and has access to opportunities.

The gender pay gap measures the difference between the average pay of men and women across an entire organisation, regardless of experience, role or seniority level. This is different from equal pay which refers to the legal requirement to pay women and men the same for performing the same or equal work.



A message from our Group Corporate Services Director

On behalf of Kober Limited, I am pleased to present our Gender Pay Gap Report as at April 2023.

We employ approximately 462 colleagues and supply bacon and other cooked meat products.

Both our mean and median figures remain well below the UK's average gender pay figure measured by ONS.

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

Varinder Rehal

Group Corporate Services Director
IPL Ltd

Our 2023 results: Pay and bonus gap

Mean

Difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men.

Median

Difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man of the population.

Hourly Pay

8.50%

Bonus Pay Gap

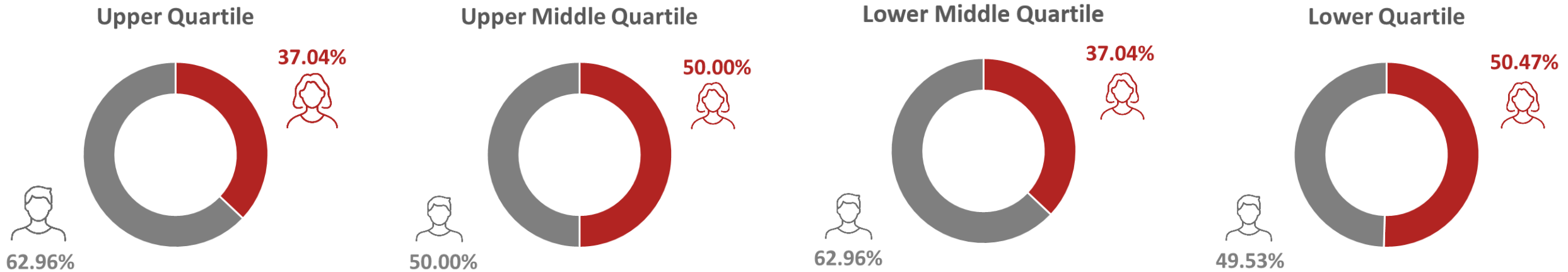
30.24%

0.16%

5.76%

Our 2023 results: Pay and bonus gap

Proportion of males to females in each quartile

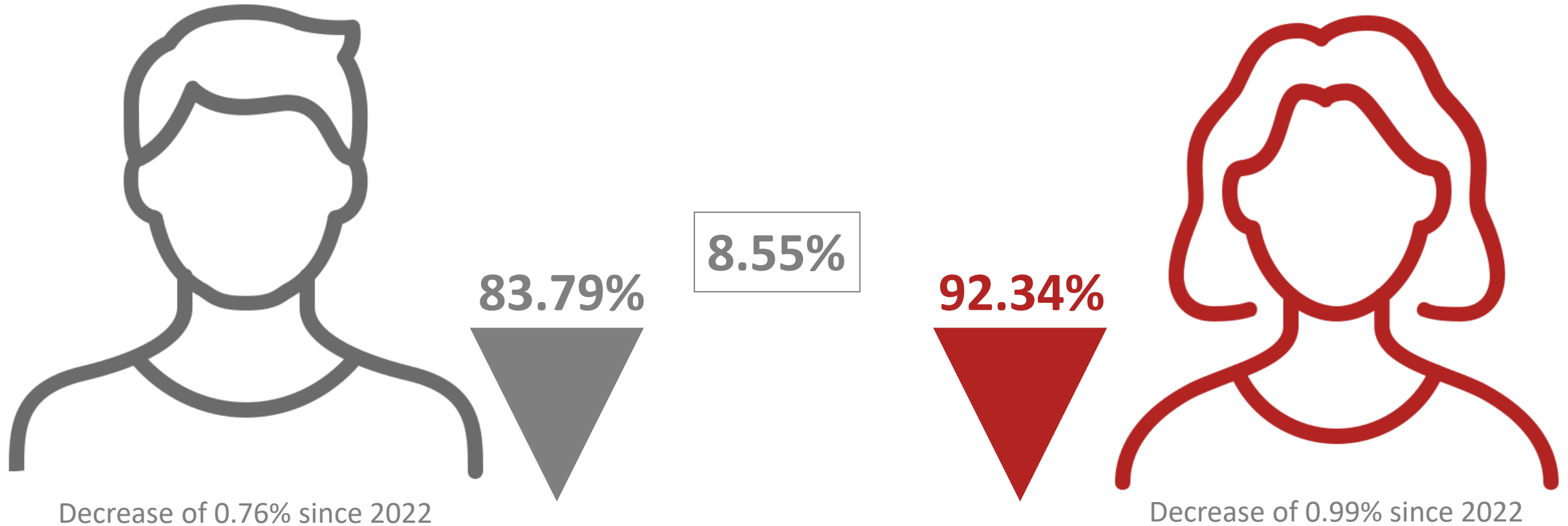


The above shows our gender distribution within the four quartiles, with each quartile containing approximately

} **108**
colleagues

Our 2023 results: Pay and bonus gap

Bonus pay gap



- The above shows a **8.55%** difference between the number of men and women being paid a bonus in 2022/2023
- All Kober colleagues are eligible to participate in a discretionary annual bonus scheme.