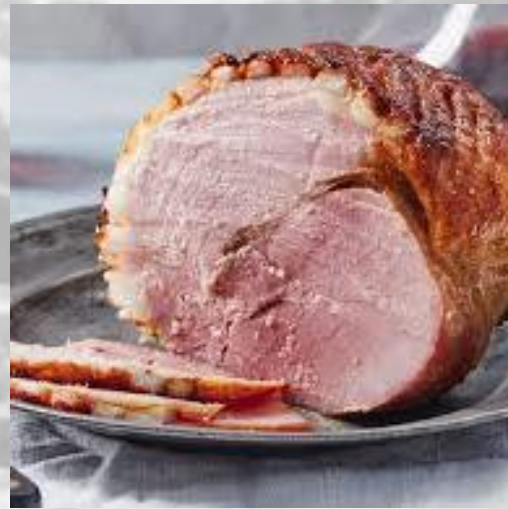


2024

GENDER PAY  
GAP REPORT



kober

# A message from our Group Corporate Services Director

At Kober, we are fully committed to being a truly inclusive business where each 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.

On behalf of Kober Limited, I am pleased to present our Gender Pay Gap Report as at April 2024.

We employ approximately 443 colleagues and supply bacon and other cooked meat products.

It is encouraging to see that all our metrics have stepped on since the last report, other than an increase in the median pay gap. This rise is due to consolidating our monthly bonus into base pay for our operational colleagues and aligning terms and conditions across our graded population, to ensure a fair and consistent framework for everyone.

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



# Measuring the Pay Gap

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## Under the regulations, there are two ways to measure the gap

### How is the pay gap calculated?

If we asked all our colleagues to stand in a row from the highest paid to the lowest paid, the pay of the colleague in the middle is the median. The **median** pay gap is the difference between the middle male colleague and middle female colleague. When we calculate the **mean** pay gap, we take the average pay of all our female colleagues and compare this to the average pay of all our male colleagues.

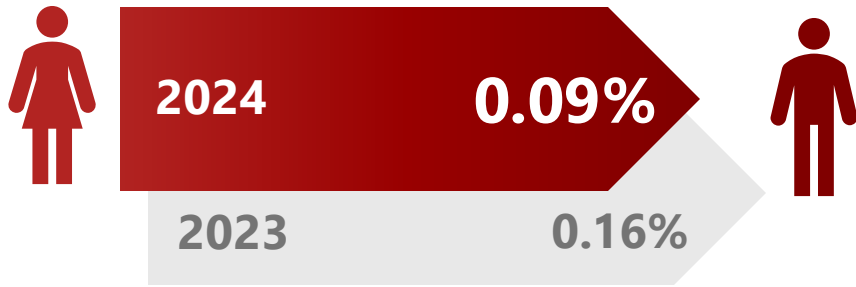


### How is the bonus pay gap calculated?

We operate a recognition scheme for colleagues which is included in the definition of bonus pay, alongside management bonus/incentive plans. We are required to calculate the bonus gap by using the actual amount of bonus pay received by colleagues which means that this doesn't consider where bonus payments have been pro-rated for colleagues working part-time hours.

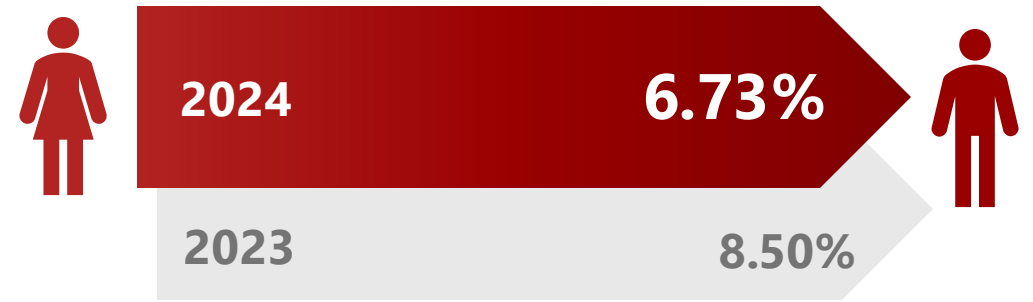
# Understanding the Kober Pay Gap

## Kober median pay gap

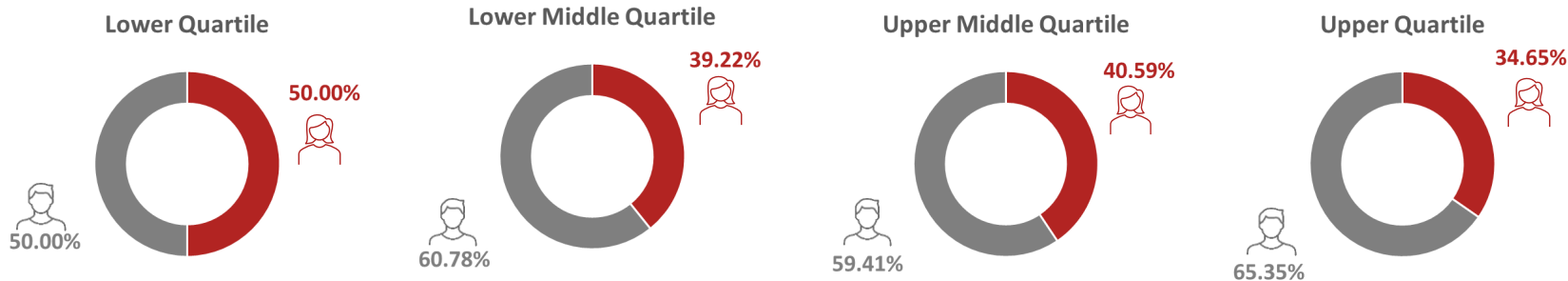


UK National Median Pay Gap 13.1%\*

## Kober mean pay gap



UK National Mean Pay Gap 13.8\*\*



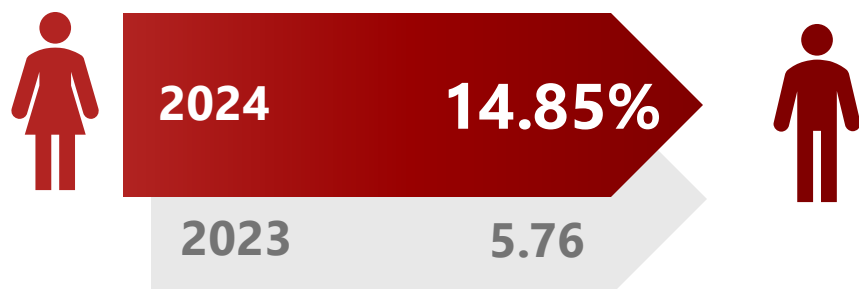
} **101**  
colleagues per quartile

\*Source Office National Statistics October 2024

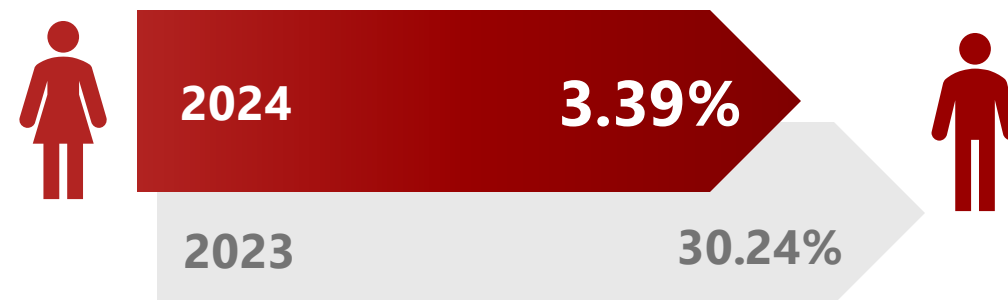
\*\*Source Office National Statistics October 2024

# Understanding the Kober Bonus Gap

## Kober median bonus gap



## Kober mean bonus gap



## Colleagues Receiving Bonus

