

Gender Pay Gap Reporting 2018

Executive Summary

Kanes Foods Ltd is a privately owned British company that has been at the forefront of the prepared produce industry for many years. We are a progressive employer who believe that equality is a key factor of a successful business. We have prepared our first Gender Pay Gap report to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which shows:

- A mean gender pay gap of 7.6% (11.3% in 2017)
- A median gender pay gap of 2.3% (1.2% in 2017)
- No bonus was paid for the financial year
- Below are the quartile figures showing the proportion of each gender in each quartile pay band

	M	F
Proportion of Males and Females in Lower Pay Quartile	63%	37%
Proportion of Males and Females in Lower Middle Pay Quartile	56%	44%
Proportion of Males and Females in Upper Middle Pay Quartile	67%	33%
Proportion of Males and Females in Upper Pay Quartile	69%	31%

Declaration

I hereby confirm that the information provided in this report to be accurate.

Steve Corby
Company CEO

Introduction

A privately owned British company, Kanes Foods has been at the forefront of the prepared produce industry for many years. We are BRC AA* accredited and believe we have the best salad factory in Europe, investing in advanced technologies to achieve growth for our customers through exciting innovation and category expansion.

Our mission is to make the very best prepared fresh produce for Britain's consumers so that everyone can choose to eat healthily without compromise – healthy choices made easy.

Our people are what makes Kanes special and everyone at Kanes Foods is committed to developing healthy meal solutions that give shoppers greater choice without compromising on taste or quality.

Based in the Vale of Evesham, a region renowned for growing great fresh produce, we produce an extensive range of washed and ready to eat salads, fresh stir fry vegetable mixes, fresh noodles, prepared vegetables, stir fry sauces and salad dressings.

Gender Pay Gap Calculations.

Across Kanes, our mean gender pay gap is 7.6%. We are encouraged that this is lower than the current national mean pay gap (17.3%) and that for the food manufacturing sector (14%).

However, we know we have more to do as we can do to promote diversity and embed a culture of gender equality within our business.

In common with most employers with a pay gap, the main reason for the gap is the balance between men and women in senior roles and this is clearly reflected in our highest paid quartile data.

Across our Executive Team and Senior Management Team, 33% are women and this has increased from 21% in 2016 and 31.5% in 2017. We have specifically focused on this area to ensure that women are not only treated fairly, but that they are also given the opportunity and encouragement to progress into senior roles.

We have more to do in this area to ensure we attract, develop and retain high quality female managers, and we will develop and pursue a rigorous programme to address this.