



Gender Pay Gap Report

April 2023 reported March 2024



CONTENTS

Foreword

Gender pay gap vs Equal pay

KTC Edibles Ltd: *Gender pay gap data*

Understanding the data

Actions going forward



Foreword

Since 2018, UK companies with more than 250 employees are required to report their gender pay gap.

KTC Edibles Ltd was historically a privately-owned company with a long-standing tradition of employing a diverse workforce, treating staff members on an equal basis, regardless of their ethnic background, age, religion or gender.

KTC was acquired by Endless LLP in May 2022. The focus, from an employee perspective, has been to make positive changes in welfare, health and safety and to continue to maintain and develop its positive approach to Diversity & Inclusion. Investing in its colleagues is a priority.

The Company reward staff members on performance and their level of responsibility, taking an objective approach to recruitment, development and reward.

Gender Equality is a significant requirement of committing to diversity and inclusion and the need to report the gender pay gap is an important step in objectively assessing any disparity and creating a precedent upon which to act.

Our gender pay gap report outlines some encouraging signs, with an opportunity to further reduce the gap in the coming year.

We are quite confident that our gender pay gap is not caused by men and women being paid differently to do the same job.

We believe that the current gap like in the previous years' report is driven by 2 main components:

- a. Our industry (food manufacturing and distribution) lends itself to a high proportion of manually intensive jobs in our operations function, which normally attracts male applicants.*
- b. The change in ownership to Endless LLP has seen a reduction in the final data, decreasing the percentage difference in mean gender pay to 15.75% at an aggregated level, from 17.62% in the previous year.*

As with an increasing number of female applicants successfully penetrating skilled roles in recent years, most notably in Finance, HR and technical functions, and our efforts on engaging more female workers at various levels, we expect the gender pay gap to continue to reduce the coming years.

Paresh Mehta

Managing Director



Gender Pay Gap vs Equal Pay

The gender pay gap differs from equal pay and should not be confused as being the one and same thing.

The Equality & Human Rights Commission outlines the differences as follows:

‘Whilst both equal pay and the gender gap deal with the disparity of pay women receive in the workplace, they are two different issues:

1. Equal pay infers that male and female workers and women in the same role, performing equal work must receive equal pay, as set out in the Equality Act 2010.
2. The gender pay gap measures the difference between male and female average earnings across an organisation. The gap is defined in percentage terms.

KTC Edibles Ltd. are aware that gender should not prejudice employee remuneration and the Company ensures an objective and fair approach to remuneration when employing and promoting colleagues.

Statutory Information: Bonus Data

As part of the mandatory reporting process, employers are required to publish the gender pay gap within their bonuses. At KTC Edibles Ltd. we currently award bonuses on a limited basis, three being awarded in the qualifying reporting period. Therefore, the numbers relating to reporting a bonus gender pay gap for bonus payments are small. Should bonus payments become a more significant part of the remuneration / performance management system in the coming 12 months, the Company will ensure such statistics are reported in more detail in the 2024 report.



KTC Edibles Ltd: *Gender pay gap data*

Workforce structure at KTC

17.20% Female employees (2022 13.39%)
82.80% Male employees (2022 86.61%)

Average Gender Pay data

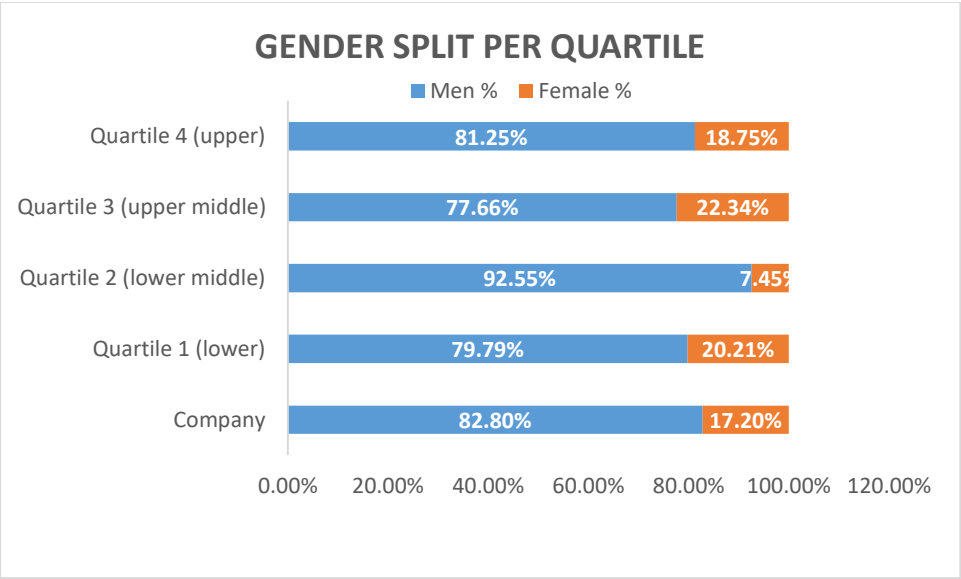
Mean male hourly pay £18.22 per hour.
Mean female hourly pay £15.35 per hour.

Median male hourly pay £11.25 per hour.
Median female hourly pay £12.62 per hour.

15.75% Mean
gender pay gap

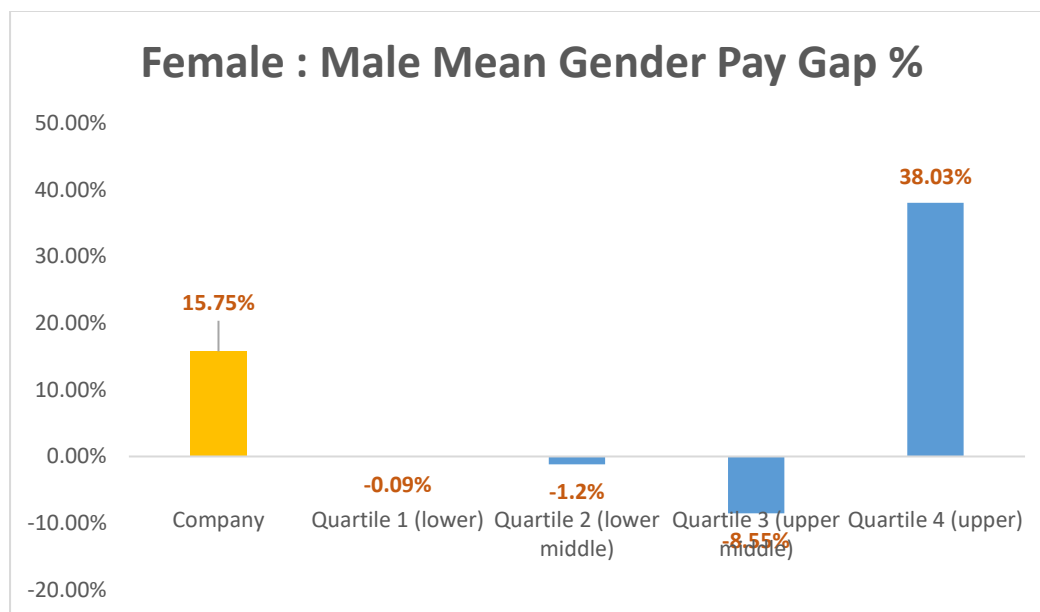
-12.18%
Median gender

Pay Quartiles





Pay gap in each Quartile



Understanding the Data

KTC's workforce is skewed towards front-line operational roles in our production, warehouse, and hygiene teams with stronger female representation in Quartiles 1 & 2. However, we have seen a large shift upwards in Quartile 4 (from 12.09% to 18.75%), which mainly comprises the Company's Senior Managers.

Female employees comprise slightly over 17.2%, (up from 13%) of the total workforce and have a greater mean pay than male employees in the lower, lower middle and upper-middle quartiles with the upper quartile mean pay being 38% higher for male employees.

The mean gender pay difference is 15.75% higher for male employees at a Company level, and the median gender pay gap is now higher for female employees at -12.18%.

Bonuses were awarded to three employees in 2023. This accounted for 0.96% of male employees, and 0% of female employees. This equates to 0.79% of all employees.



Actions Going Forward

The Company will continue to take a positive approach to hiring and reward practices in Quartile 4 (Upper) to establish if the gender pay gap can be reduced in this area.

With an aim of continuing to appoint more females to highly skilled and management positions in coming years (including in the Company's finance, HR, supply chain and technical functions), the Company expects that subsequent pay rises for such employees will gradually support a continued reduction in the pay gap, with the Company aspiring to reduce this to single figures by 2025.