



Gender Pay Gap Report – April 2025

Foreword

The KTC Edibles Limited Gender Pay Gap report, April 2025, shows continued positive progress on our gender pay gap from 2024.

We are 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 is driven by 2 main components:

1. Our industry (food manufacturing) lends itself to a high proportion of manually intensive jobs in our operations function, which normally attracts male applicants.
2. The recruitment of more females into highly skilled and management positions in areas such as Finance, HR and Technical. With an increasing number of female applicants successfully penetrating skilled roles in the last 12 months, and our efforts on engaging more female workers at various levels, we expect the gender pay gap to continue a similar trajectory in the coming years.

Paresh Mehta
Chief Executive Officer



Gender Pay Gap v Equal Pay

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



KTC Edibles Limited – Gender Pay Gap Data

The main trends in our gender pay report show that,

1. Hourly pay

- Women's median hourly pay was 9.8% more per hour of pay than men's
- Women's mean hourly pay was 3.6% higher than men's

2. Bonus pay

- 14% of women received a bonus compared with 11% of men
- Women's median bonus pay was 23% less than men's
- Women's mean bonus pay was 34% less than men's

3. Pay quartiles

- 35% of employees in the upper hourly pay quarter (highest paid jobs)
- 16% of employees in the upper middle hourly pay quarter
- 7% of employees in the lower middle hourly pay quarter
- 22% of employees in the lower hourly pay quarter (lowest paid jobs)

Understanding the Data

- KTC's workforce is skewed towards front-line operational roles in our production, warehouse, and hygiene teams which have stronger male representation
- The highest paid quartile has more women proportionately than elsewhere in the organisation, in technical and senior roles
- Most of our very highest paid roles that attracted the largest bonus pay in this year were men, skewing the average bonus pay

Actions going forward

We are committed to reducing any gender pay gap in our business.

We are acting to,

- work with local education institutions to encourage more young women into our industry
- for any Senior Management vacancies that arise we will make best endeavors to ensure that the recruitment and attraction efforts embrace the best-in-class approaches to encourage the most diverse shortlists