

Gender Pay Gap Report 2019



When KETTLE® Chips were first launched back in 1982; the ethos was fundamentally about quality potatoes sourced in the least harmful way to the environment.

Today nothing has changed. We believe in doing things in the right way for the right reasons. Our mission is to produce the very best possible chips whilst being mindful of our environment, our people and our local community.

We're proud to have a diverse team in terms of gender, ethnicity and perspective and we believe this gives KETTLE® Foods a wonderfully rich team and is the key to our success.

Our flagship brand Kettle® Chips are made from largely locally sourced potatoes in beautiful Norfolk.

It's not just crisps we make; we also make popcorn through our Metcalfe's® brand. Other brands include Go Pure & Cornpoppers.

We have a wonderful range of snacks under 100 calories giving people snacking choices that are healthier. Metcalfe's® Skinny popcorn has removed over 14 tonnes of sugar from the nation's diet by formulating its delicious stevia blend.

We invest in our people and remain committed to providing stable employment and opportunities for all our colleagues.

We continue to encourage our colleagues to gain additional skills to progress within the organisation. In 2019 alone we have delivered 16,000 training sessions.

We have always followed a principle of remunerating our people fairly and equitably regardless of background. We have signed up to the social mobility pledge to ensure we continue to employ people with diverse backgrounds and give opportunities to people in our local community.

We include our colleagues in discussions regarding remuneration through our Employee Forum and seek to agree any changes with them through dialogue and mutual respect.

Our pay gap

Due to the nature of our business approx. 2/3 of the team are male and 1/3 female. **The mean pay gap is 0.9%** compared to the average gap in the UK in 2019 of 17%.

This demonstrates our commitment to employing a diverse workforce based on merit and capability irrespective of gender or ethnicity.

We are also proud that our Executive Team is made up of 4 men and 2 women, giving us a rich blend of healthy debate and diverse views.

In addition, we have a thriving apprenticeship programme which we have increased to cover many parts of the business. Currently 5% of our colleagues are involved in apprenticeships from the traditional school leavers through to MSc level.

Approximately a third of the upper middle quartile and upper quartile are female reflecting the progress made through our management development programmes and our recruitment policies which enable all employees to have opportunities to improve.

All our operatives are paid the same basic salary. Additional allowances are paid to reflect skills and shifts worked.

Gender pay gap

Mean Gender Pay Gap	Median Gender Pay Gap
0.9%	0.0%
Mean Gender Bonus Gap	Median Gender Bonus Gap
23.5%	17.5%

The distribution of men and women in quartiles is reflective of the nature of the work where men are disproportionately represented at all levels of the organisation. During the past 12 months there has been a slight increase in the numbers of females in the upper & upper middle quartiles.

The mean pay gap remains at less than 1% and the median pay gap has reduced from 1.56% to **0.00%**. This is evidence of our commitment to inclusive employment practices.

Bonus gap figures are all improved on previous year but are impacted by colleague turnover during the year.

Proportions of men and women who receive bonus

Men	Women
95.7%	100%

The management team recognises that continuing to attract a diverse workforce is critical for our future success.

Kettle Foods has a long serving work force with vacancies highly sought after in the markets local to our facilities. This year we celebrated our first colleague attaining 30 years' service. 9% of our colleagues have more than 20 years' service. 50% of our colleagues have more than 5 years' service.

Brenda Handley-Howorth
HR Director, Kettle Foods Ltd

Quartile bands

