

# Karro Food Limited's 2018 Gender Pay Report

## - part of Karro Food Group Limited



Under the UK Government's **Gender Pay Gap regulations**, all legal entities in the UK that have 250 or more employees must report their gender pay information.

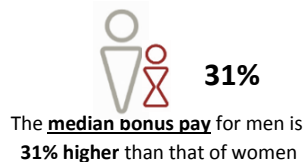
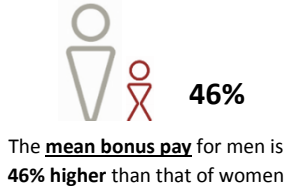
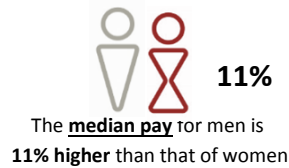
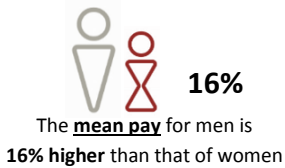
The regulations are intended to encourage companies to firstly understand if a gender pay gap exists within their organisation and then take informed action.

We have always believed that the most successful teams are formed from a diverse talent pool and we are extremely proud of our approach to employing such a wide variety of individuals in our business. We will continue to create a culture where everyone can succeed regardless of gender or any other characteristics. We attract, recruit and provide progressive career opportunities to build a successful and diverse Karro team based on a fair unbiased approach to selecting the best qualified person for the role.

### Our gender pay gap results for 2018: Karro Food Limited

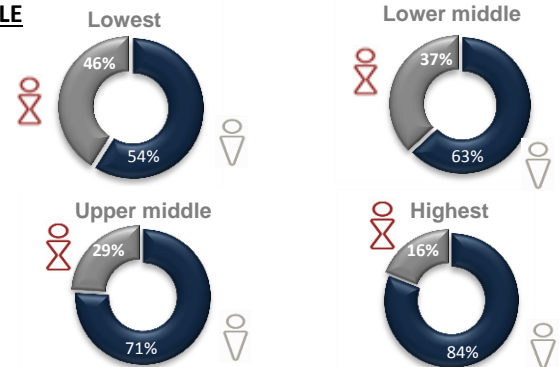


#### GENDER PAY AND BONUS

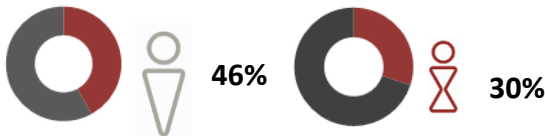


#### PROPORTION OF FEMALES AND MALES PER EARNINGS

##### QUARTILE



#### PROPORTION OF MEN AND WOMEN PAID A BONUS



**Reasons for our gender pay gap** - Many differences, can have an impact on gender pay but there are three significant factors at Karro:

- We employ more men than women;
- There are more men in skilled operational roles which is common currently across our industry;
- There is a legacy of more men in managerial roles which will take time to balance.

**Our next steps** - We regularly monitor our gender pay gap and are improving the way we recruit, retain and develop our people, focusing on the following areas:

- **Recruitment** – we will continue to select the best person for the job, through fair, unbiased processes; actively training our hiring managers in best practice.
- **Learning & Development** - we have training programmes in place to develop management and leadership capabilities, utilising both in-house courses and externally recognised apprenticeship qualifications in partnership with the National Skills Academy. Our focus is on creating strategically aligned career development pathways across the business to raise awareness of the multiple opportunities within our industry both internally and externally.
- **Role Structure** – we are reviewing our job roles and shift patterns to maximise the opportunity for attracting candidates from a wider diverse population.

**Statement** - We confirm that the information and data provided is accurate as of the snapshot date 5<sup>th</sup> April 2018.

Fiona Morris  
Group HR Director

Steve Ellis  
CEO

20/3/19

