

# Sofina Foods 2022 Gender Pay Report



## Karro Food Ltd

This document sets out our gender pay results for 2022 and is in line with our reporting requirements under the **Gender Pay Gap Regulations** [2010].

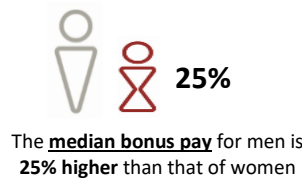
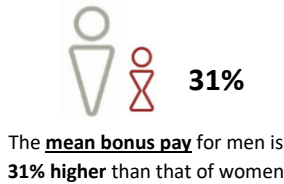
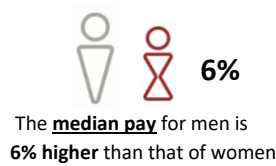
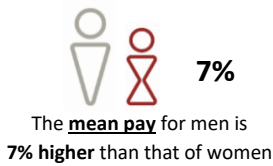
The regulations state that employers must assess the pay differences between men and women to ensure that an equitable workplace is developed.

We are committed to creating a progressive workplace that promotes diversity, personal development and equal opportunities for all employees, including those of different genders and identities.

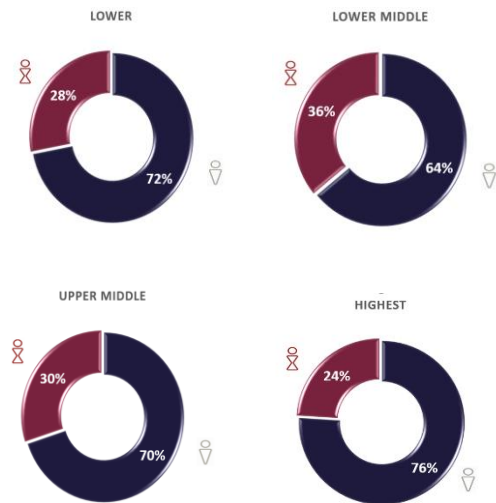
## Our gender pay gap results for 2022: Karro Food Ltd



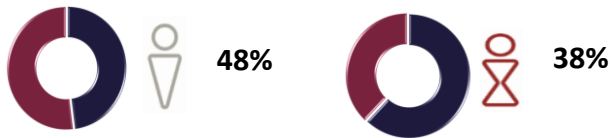
### GENDER PAY AND BONUS



### PROPORTION OF FEMALES AND MALES PER EARNINGS QUARTILE



### PROPORTION OF MEN AND WOMEN PAID A BONUS



**Analysing our gender pay gap** - the main reasons for our gender pay results are:

- We employ more men than women;
- More men are eligible for productivity bonuses because they tend to work in skilled and intense manual (heavy work) jobs;
- There continues to be a legacy of men working in managerial roles within our industry.

**Our next steps** – we will continue to improve and align our pay structures by:

- **Recruitment** –selecting the best person for the job through fair and unbiased recruitment processes.
- **Learning & Development** - promoting diversity, human rights, equal opportunities and social welfare through our dedicated training programmes.
- **Role Structure**- reviewing our job roles and shift patterns to ensure that we can provide employment opportunities for individuals with different lifestyles and personal needs.
- **Career Development**- encouraging employees from different backgrounds to build a career with the business and take on leadership roles.

**Statement** - We confirm that the information and data provided is accurate as of the snapshot date of the 5<sup>th</sup> of April 2022.

Human Resources Director

Dominic Kerrigan

21-Mar-23