



## Sofina Foods 2023 Gender Pay Report Karro Food Ltd

This report sets out our gender pay metrics for 2023/24 and provides an overview of how pay and remuneration is distributed between men and women in our business. The results are relatively consistent with the positive and progressive trend that we have made since the regulations came into force in 2017.

We have always believed that the best teams are formed from a diverse group of people that have different viewpoints and experiences. We are proud of the mixed people that work in our business and will continue to promote, instil and embed equality throughout our organisation and the wider industry.

### Our Gender Pay Gap results for 2023: Karro Food Ltd

Men Women

#### Gender Pay and Bonus



The mean pay for Men is 6% higher than that of Women.



The median pay for Men is 5% higher than that of Women.

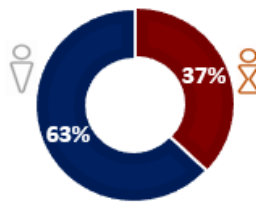


The mean bonus pay for Men is 33% higher than that of Women

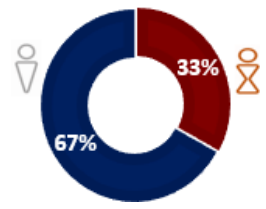


The Median bonus pay for men is 74% higher than that of Women

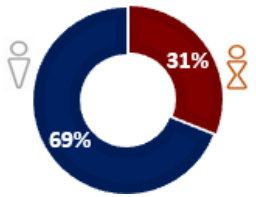
#### Proportion of Females and Males per Earnings Quartile



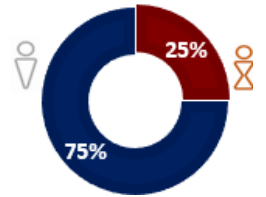
Lower Quartile



Lower Middle Quartile

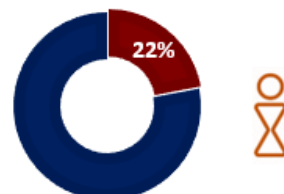
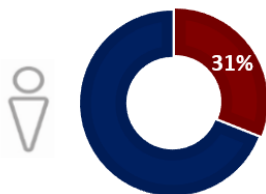


Upper Middle Quartile



Highest Quartile

#### Proportion of Men and Women Paid a Bonus



#### Reasons for our Gender Pay Gap

There are many factors that can influence the distribution of pay between men and women. The main ones in our business are:

- More men than women have tended to work in our industry as a historical norm.
- More men than women have tended to take up skilled roles in our industry due to the nature of the work.
- There is relatively little turnover in our senior positions to make way for a growing number of talented women in our business.

#### Our Next Steps

We continue to drive action towards a more balanced distribution of pay between men and women. Some of our key actions for 2023/24 include:

- **Platforming** - we are consciously ensuring that the women in our business have a stage to talk, communicate and grow their profile/ career.
- **Recruitment** - we continue to try and attract more women to the business through targeted advertisement and job re-structuring.
- **Awareness** - we continue to run training courses to build a better understanding and appreciation for equality and fairness in the workplace.

**Statement - We confirm that the information and date provided is accurate as of the snapshot date of 5<sup>th</sup> April 2023**

Head of Human Resources (Central)

Ty Roberts

25 March 2024