

## KASAI UK LTD Gender Pay Report

In 2018, for the first time UK companies with over 250 employees have to report on their gender pay gap.

The data for this first year of publication is based on the April 2017 payroll, and payroll data for the period 5th April 2016 to 5th April 2017.

At Kasai we are committed to treating our people equally and ensuring that everyone – no matter what their background, race, ethnicity or gender – has an opportunity to develop. We are confident that our gender pay gap is not caused by men and woman being paid differently to do the same job but is driven instead by the structure of our workforce.

As of the snapshot date (5 April 2017) the table below shows our overall mean and median gender pay gap and bonus pay based on hourly rates of pay. The percentage shown is the difference in overall mean and median pay and bonus between men and woman.

	Difference between men and woman	
	Mean (Average)	Median (Mid-Range)
Hourly Pay Gap	11.40%	19.80%
Bonus Pay Gap	-3.90%	2.90%

### Quartiles

We have divided our population into four equal – sized pay quartiles, each containing 173 people. The graphs below show the percentage of males and females in each of these quartiles

<b>Upper Quartiles</b>	90% males	10% females	5.34%
<b>Upper middle quartiles</b>	95% male	5% females	-0.50%
<b>Lower middle quartiles</b>	91% male	9% females	1.30%
<b>Lower Quartiles</b>	77% male	23% females	2.13%

At this stage, our analysis is that the pay gap is driven by the following factors

- Low employee turnover - 0.53% in 2016 / 2017. However, as and when positions within the business become vacant a fair and equal recruitment process takes place regardless of any characteristic.
- An underrepresentation of females in the more senior roles is shown by the pay gap in the upper quartile. Further analysis shows that this pay gap does not arise from male and females doing the same job / or same level and being paid differently. Females and males performing the same role and position, have the same responsibility and parity within salary.

## **Bonus**

68% of males received a bonus and 36% of females received a bonus in 2016. This difference arises because Kasai UK Ltd consists of two separate plants within the UK. All bonuses in place are set as two schemes one for our Washington site and one for our Merthyr site covering employees at all levels in both sites. The bonus is a productivity bonus against a number of KPIs. In 2016 one site achieved a bonus payment and all employees regardless of any characteristic including gender received a bonus that reflected this achievement.

## **What is next?**

Training and support on any possible unconscious bias and behaviours.

Monitoring gender pay throughout the year.

As well as this training, flexible working and supporting females through maternity is a key enabler in retaining and developing female's talent in the future business.

I can confirm that the data contained within this report is accurate.

P Watson  
  
Deputy Managing Director  
KASAI UK LTD

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