

KASAI UK LTD Gender Pay Report

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 which is heavily male dominated.

As of the snapshot date the table below shows our overall mean and median gender pay gap and bonus pay based on hourly rates of pay.

	Difference between men and woman	
	Mean (Average)	Median (Mid-Range)
Hourly Pay Gap	-0.66%	4.9%
Bonus Pay Gap	0%	0%

Quartiles

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

Upper Quartiles	92% males	8% females	-14.54%
Upper middle quartiles	94% male	6% females	-1.23%
Lower middle quartiles	90% male	10% females	0.64%
Lower Quartiles	90% male	10% females	1.76%

Analysis shows that any 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.

What is next?

We are confident that our male and female employees are paid equally for doing equivalent jobs across our business.

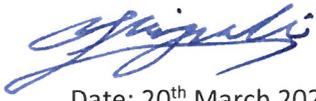
We will continue to monitor gender pay throughout the year.

We will continue to promote and support flexible working.

We will continue to support females through maternity to retain and develop female’s talent in the future business.

At Kasai we always recruit the best person for the role regardless of gender.

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

A handwritten signature in blue ink, appearing to be 'S. J. Smith', written in a cursive style.

Date: 20th March 2023