

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.

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	-1.85%	-6.3%
Bonus Pay Gap	0%	0%

Quartiles

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

Upper Quartiles	86% males	14% females	-3.11%
Upper middle quartiles	95% male	5% females	-6.55%
Lower middle quartiles	92% male	8% females	1.22%
Lower Quartiles	91% male	9% females	-0.93%

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.



Date: 22nd March 2024