

## Reporting as KENT FROZEN FOODS LIMITED GENDER PAY GAP DATA

### Our organisation's 2016 to 2017 gender pay gap data

Difference in mean hourly rate of pay	-9.2%
Difference in median hourly rate of pay	-4.4%
Difference in mean bonus pay	14.8%
Difference in median bonus pay	60.8%

	Male	Female
Percentage of employees who receive bonus pay	97.3%	89.3%

### Employees by pay quartile

Upper quartile	58.8%	41.2%
Upper middle quartile	73.5%	26.5%
Lower middle quartile	70.6%	29.4%
Lower quartile	73.5%	26.5%

Number of employees within our organisation is in the range of 250 to 499

### A statement of accuracy:

I certify that the published information I have provided is true and accurate to the best of my knowledge and belief.



C HARRISON - KFF FINANCIAL DIRECTOR