

Reporting as KENT FROZEN FOODS LIMITED
GENDER PAY GAP DATA

Our organisation's 2019 to 2020 gender pay gap data

Difference in mean hourly rate of pay	-16.55%
Difference in median hourly rate of pay	-1.73%
Difference in mean bonus pay	27.91%
Difference in median bonus pay	45.81%

	<u>Male</u>	<u>Female</u>
Percentage of employees who receive bonus pay	97.0%	88.1%

Employees by pay quartile

Upper quartile	62.1%	37.9%
Upper middle quartile	84.8%	15.2%
Lower middle quartile	66.7%	33.3%
Lower quartile	85.1%	14.9%

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.

Phillip White
Managing Director