



Kalsi Plastics Gender Pay Gap Reporting 2017

Background

Kalsi Plastics (UK) Ltd have undertaken analysis on the average earnings and bonuses for male and female employees as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

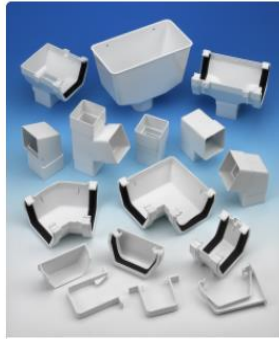
Although this is a compulsory requirement for the company, Kalsi Plastics (UK) Ltd are happy to comply as we are always looking for ways to improve in terms of business results and job satisfaction.



Aquaflow RAINWATER Systems



Half Round Rainwater
Rainwater Systems



Square Line Rainwater
Rainwater Systems



Ogee High Capacity
Rainwater Systems



Deep High Capacity
Rainwater Systems



Klassik Ogee
Rainwater Systems



Krown Ogee
Rainwater Systems



Kast Iron Rainwater Range
Rainwater Systems



Kommercial Rainwater
Rainwater Systems

Results

Mean, Median and Bonus Proportions

Our mean gender pay gap is 6.4%, whilst the median gender pay gap is 5.1%.

Our mean gender bonus gap is 63.3% and median gender bonus pay gap is 44.4%

The proportion of males who received a bonus is 15.2%. The proportion of females who received a bonus is 29.6%.



Pay Quartiles

Upper Quartile – Male 95.3% and
Female 4.7%

Upper Middle Quartile – Male
93.2% and Female 6.8%

Lower Middle Quartile – Male
93.2% and Female 6.8%

Lower Quartile – Male 93.3% and
Female 6.7%



ABOVE GROUND Systems



110mm Pushfit Soil
Above Ground Systems



160mm Pushfit Soil
Above Ground Systems



110mm Solvent Soil
Above Ground Systems



Pushfit Waste
Above Ground Systems



Solvent Waste
Above Ground Systems



Multiplex Waste
Above Ground Systems



Overflow Waste
Above Ground Systems



Traps
Above Ground Systems

Kalsi Plastics (UK) Ltd maintain a fair and balanced approach to determining pay for all employees where gender is not taken into consideration.

We will continue to appraise our processes to ensure this approach continues in our future policies for all employees.

