

Summary

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.

Results

Mean, Median and Bonus Proportions

- Mean gender pay gap - 11.87%
- Median gender pay gap - (1.51%)
- Mean gender bonus gap - 74%
- Median gender bonus pay gap 76%
- The proportion of males who received a bonus is 19.19%
- The proportion of females who received a bonus is 47.62%

Pay Quartiles	Male	Female
Upper Quartile	93.62%	6.38%
Upper Middle Quartile	89.36%	10.64%
Lower Middle Quartile	95.74%	4.26%
Lower Quartile	93.62%	6.38%

Kalsi Plastics (UK) Ltd maintains 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.

Mr HS Kalsi

Company Director

