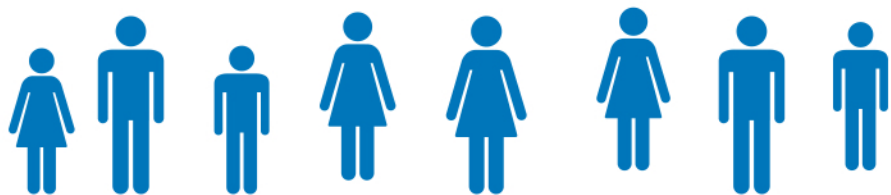


Background

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.

Due to the COVID-19 pandemic, the majority of employees at Kalsi Plastics (UK) Ltd were placed on furlough and were still on furlough on the snapshot date. As a result, the number of relevant employees were significantly reduced. Only 5 employees were considered to be full pay relevant employees which is not a true representation of the company and is shown by the below results.



Results

Mean, Median and Bonus Proportions

Our mean gender pay gap is 100%, whilst the median gender pay gap is 100%.

Our mean gender bonus gap is -86.8% and median gender bonus pay gap is -421.25%

The proportion of males who received a bonus is 11.76%. The proportion of females who received a bonus is 6.45%.

Pay Quartiles

- Upper Quartile – Male 100% and Female 0%
- Upper Middle Quartile – Male 100% and Female 0%
- Lower Middle Quartile – Male 100% and Female 0%
- Lower Quartile – Male 100% and Female 0%



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

