

**KEFCO SALES LIMITED
GENDER PAY GAP REPORT**

GENDER PAY AND BONUS GAPS

	5th April 2021		5th April 2020		No FT Relevant Employees 5th April 2020		5th April 2019	
	Median (Mid-point)	Mean (Average)	Median (Mid-point)	Mean (Average)	Median (Mid-point)	Mean (Average)	Median (Mid-point)	Mean (Average)
Pay Gap	-6.3%	-2.6%	-6.5%	-5.8%	0.0%	0.0%	-6.5%	-5.1%
Bonus Gap	-108.0%	7.2%	33.6%	35.3%	33.6%	35.3%	67.9%	15.8%

PROPORTION OF EMPLOYEES RECEIVING A BONUS

	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
	11.5%	14.8%	9.9%	19.6%	9.9%	19.6%	10.8%	20.3%

**DISTRIBUTION OF MALE AND FEMALE EMPLOYEES
ACROSS THE ORGANISATION**

	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Upper Quartile	62.4%	37.6%	52.9%	47.1%	50.0%	50.0%	52.6%	47.4%
Upper Mid Quartile	35.7%	64.3%	34.6%	65.4%	50.0%	50.0%	32.0%	68.0%
Lower Mid Quartile	59.7%	40.3%	59.9%	40.1%	50.0%	50.0%	52.0%	48.0%
Lower Quartile	54.6%	45.4%	60.2%	39.8%	50.0%	50.0%	60.8%	39.2%

Narrative:

On the snapshot date for 2020, the date used to calculate the Pay Gap, the company did not have any full pay relevant employees as all the staff had been furloughed due to Covid. The results for this period would therefore be 0%. To enable the comparison to past and future years, we have reported the data for the 12 week average prior to the furlough. Bonus data is not affected by this change.