

SECURING CABLES WORLDWIDE



# CMP Gender Pay Report

CMP Products 2026

[www.cmp-products.com/genderpay](http://www.cmp-products.com/genderpay)

REGISTERED IN ENGLAND NO. 06143400 VAT REG NO. GB 555 8517 12 REGISTERED OFFICE: 11 Glasshouse Street, St. Peter's, Newcastle upon Tyne, NE6 1BS, UK



CMP is a business that is underpinned by its core values and the belief that everyone can equally contribute and make a difference to our business. Opportunities for training and development, including progression and pay decisions, are based on an individual's performance and potential regardless of an individual's diversity, including gender.



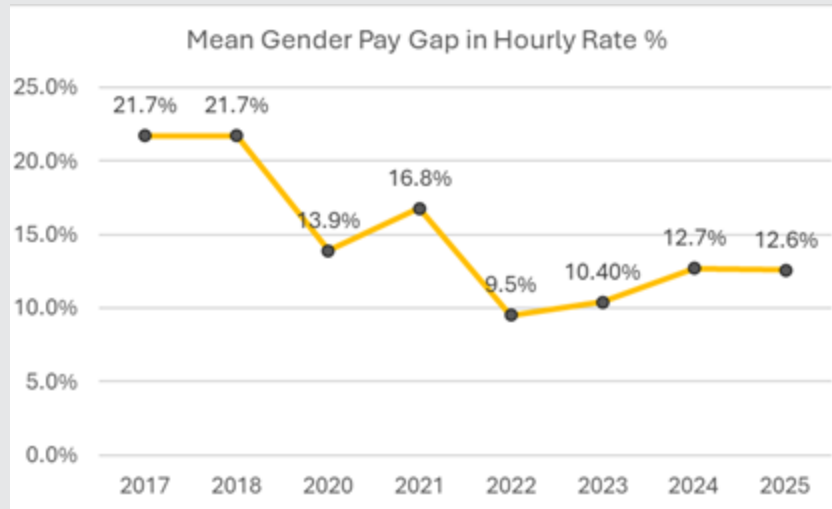


# Background

**As an employer of over 250 employees, CMP is required to report and publish its findings on Gender Pay in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

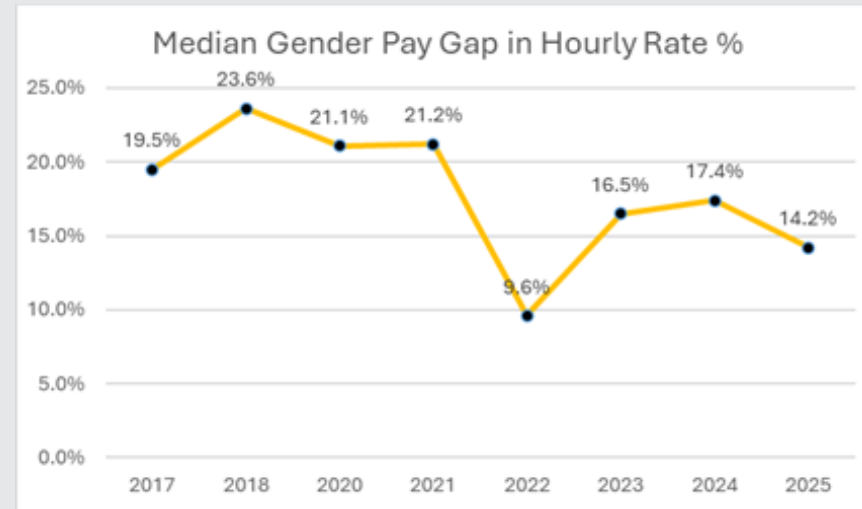
The findings outlined below are as of the 'snapshot' date of 5<sup>th</sup> April 2025 as required under the reporting guidelines.

## Findings



On average, male employees earn 12.6% more than females.

This is down 0.1% on last year's report and down 9.1% from 21.7% in 2017 when gender pay reporting commenced.



The middle male is paid 14.2% more than the middle female.

This is down 3.2% on last year's report and down 5.3% from 2017 when gender pay reporting commenced.

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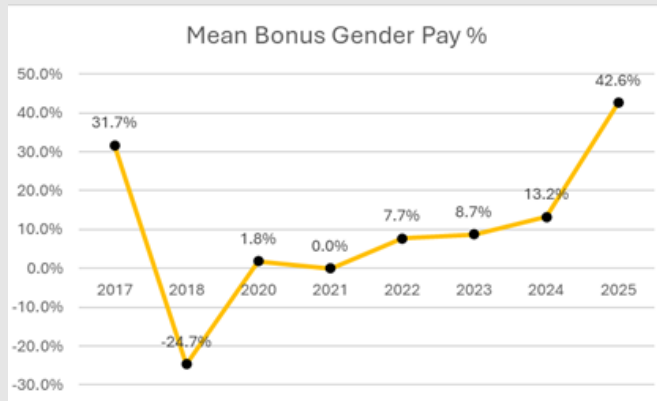




# Bonus Payments

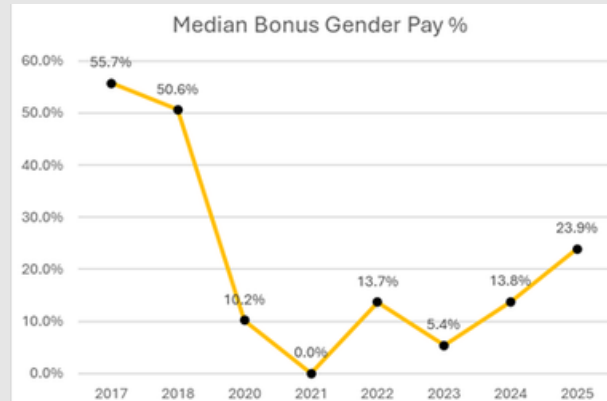
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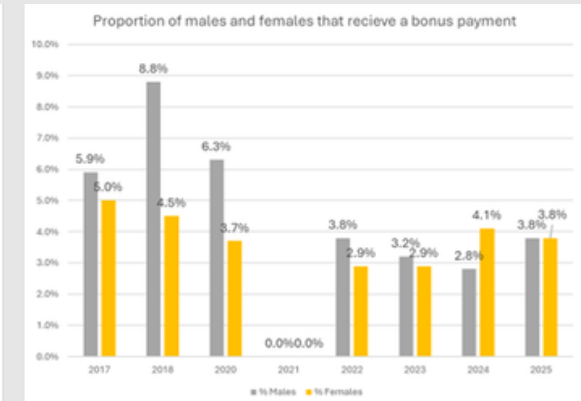
Females who received a bonus were paid on average 42.6% more than Males. This has increased by 10.9% since 2017.

No bonuses were made in 2021.



The middle female that receives a bonus is paid 23.9% more bonus than the middle male who receives a bonus. This is down 31.8% since 2017.

No bonuses were made in 2021.



In 2025 the proportion of females receiving a bonus was to equal to males.

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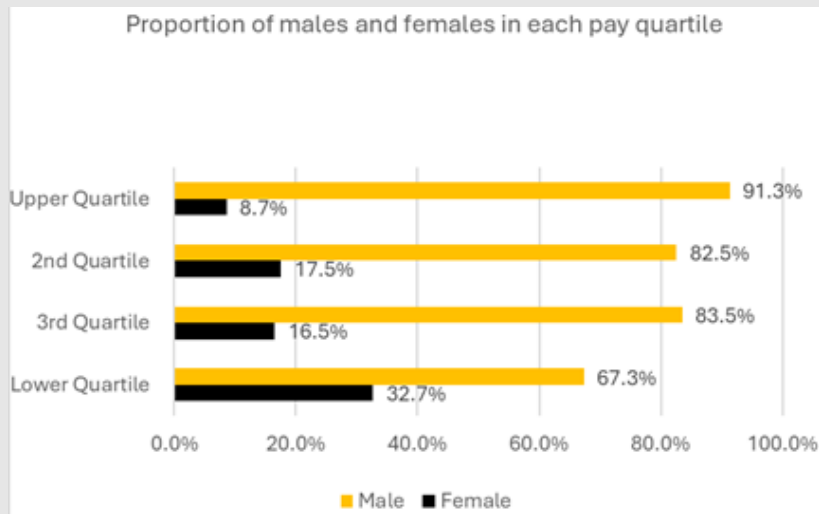




# Pay Quartiles by Gender

The below sets out the percentage of males and females in each pay quartile.

The quartiles are based on dividing the total number of employees into four quartiles based on salary.



From 2024 we have seen the following increases:

- 3.2% more females in the 2<sup>nd</sup> quartile
- 7.7% more females in the lower quartile

From 2024 we have seen the following decreases:

- 3.7% fewer females in the 3<sup>rd</sup> quartile
- 3.2% fewer females in the upper quartile

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## Response to the findings

As indicated in all our prior gender pay reports, a large proportion of our workforce are time-served, skilled machinists and engineers, which are predominantly male. Whilst the majority occupying those roles are male, females in those roles are paid the same. Our pay structure is agreed in conjunction with the trade union that represents those workers, and we do not deviate from this. Overall CMP has a median gender pay gap of 14.2% which broadly aligns with the UK manufacturing sector median pay gap of 14.9% (April 2024, ONS ASHE data).

Female representation has increased across all our business from the onset of gender reporting in 2017 from 18% to 19% in 2024. This increases to 40% female to male ratio out of the direct manufacturing environment. Through our work with schools and colleges we have increased our female apprentices by 18% since the commencement of gender pay reporting in 2017.

Where we have females in comparative roles such as sales, marketing and commercial we can confirm they are paid in comparison to male peers, both in hourly rates and bonus structure. The company uses pay banding and pay benchmarking tools for staff roles to ensure employees regardless of gender are paid consistently on the basis of skills and competence.

Our gender pay gap is driven by workforce composition rather than unequal pay for equal work.

Whilst we are a diverse business with global operations, we recognise that the outcome of our reporting is driven by the wider impact of attracting females into STEM (Science, Technology, Engineering & Maths) roles that challenges many manufacturing and engineering companies.

As part of our ongoing efforts to ensure that we take positive steps to reducing any gender pay gap, we continue to promote STEM careers, working closely with schools, colleges and universities, promoting fair recruitment practices and salary benchmarking.

Sam Briggs, Senior People Business Partner – CMP Products

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