



## CMP Gender Pay Report

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.

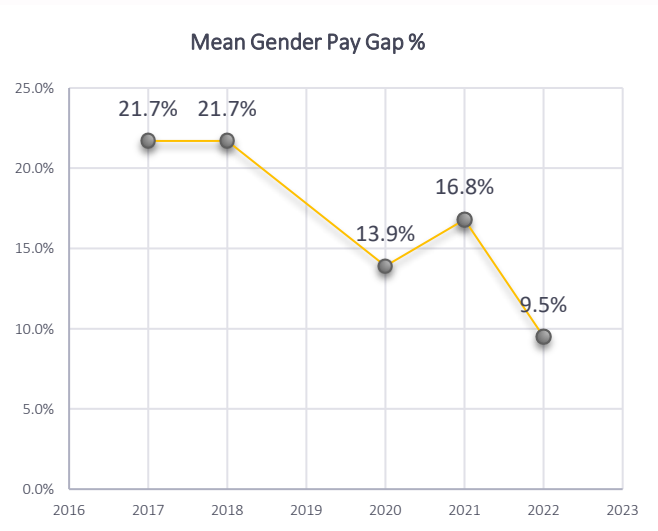
### Background

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 2022 as required under the reporting guidelines.

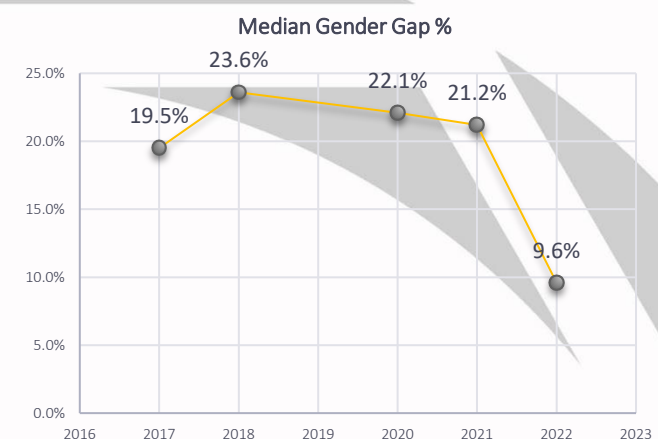
### Findings

#### Gender Pay Gap



Males are paid on average 9.5% more than females.

This is down 7.3% on last years' report and down 12.2% from 2017 when gender pay reporting commenced.



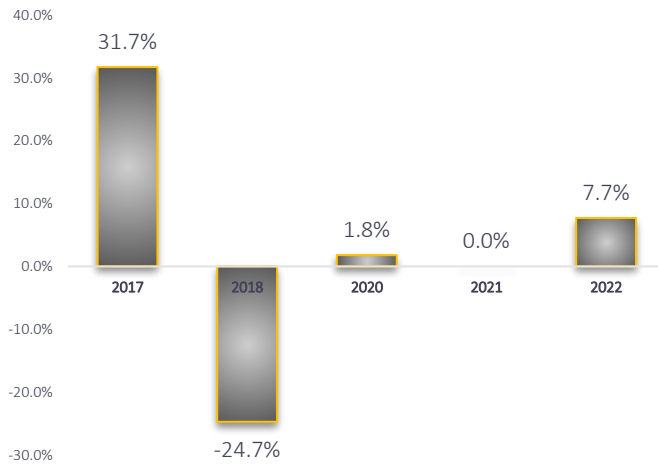
The middle male is paid 9.6% more than the middle female.

This is down 11.6% on last years' report and down 9.9% from 2017 when gender pay reporting commenced.



## Bonus Payments

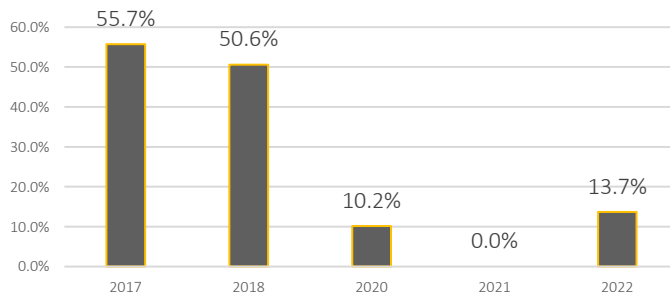
Mean bonus gender pay gap



Females who received a bonus were paid on average 7.7% more than males.

No bonuses were made in 2021.

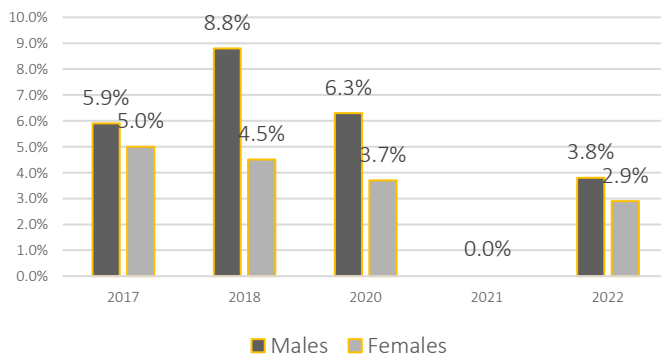
Median bonus gender pay gap



The middle females that received a bonus were paid 13.7% more bonus than the middle male.

Throughout all the years of reporting, females have received more bonus payment than males, other than 2021 where no bonuses were paid.

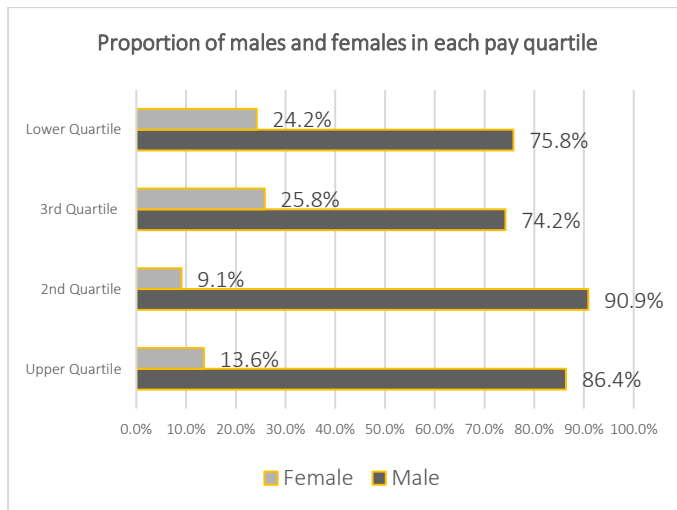
Proportion of males and females that receive a bonus payment



In 2022 there were 0.9% more males receiving a bonus than females.

## 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 2021 we have seen the following increases:

- 4.6% of females in the upper quartile
- 4.9% of females in the 3<sup>rd</sup> quartile

From 2021 we have seen the following decreases

- 2.3% less females in the 1<sup>st</sup> quartile
- 5.6% less females in the 2<sup>nd</sup> quartile

## 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 in the whole are male. We continue to address proactively in schools, colleges and universities to attract a more diverse workforce into these areas of our business through our well recognised apprenticeship scheme. Since the commencement of gender reporting in 2017, we have increased our female apprentices by 15%.

Our ratio of females to males across all of our business has increased from the onset of gender reporting in 2017 from 16% to 19% in 2022. This increases to 31% female to males ratio out of the direct manufacturing environment.

We are also seeing the % of females in the 1<sup>st</sup> and 2<sup>nd</sup> pay quartiles decreasing and increasing in the 3<sup>rd</sup> and upper quartiles.

The vast majority of our workforce continues to be made up of time-served, skilled machinists and engineers who, due to their experience and level of training, typically attract a higher level of pay and this is reflected in the findings.

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 (provided that the role is eligible for a bonus). The business is also establishing pay bandings which will continue to ensure that roles are paid consistently on the basis of skills and competence, regardless of gender.



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.

We will continue to drive our recruitment across a broad spectrum to attract a more diverse workforce and continue with our efforts to bring more females into manufacturing and engineering careers through our work with schools, colleges and universities.

A handwritten signature in black ink, consisting of the letters 'S' and 'B' followed by a horizontal line.

Sam Briggs

Human Resources Manager