



CMP Gender Pay Report

CMP Products 2025

www.cmp-products.com/genderpay





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.

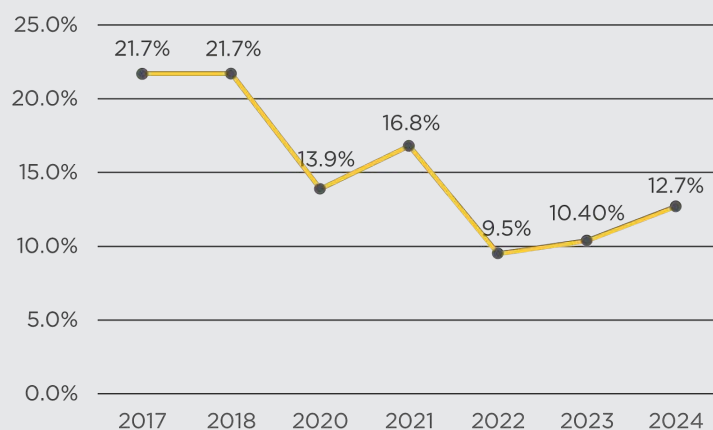


Background

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 5th April 2024 as required under the reporting guidelines.

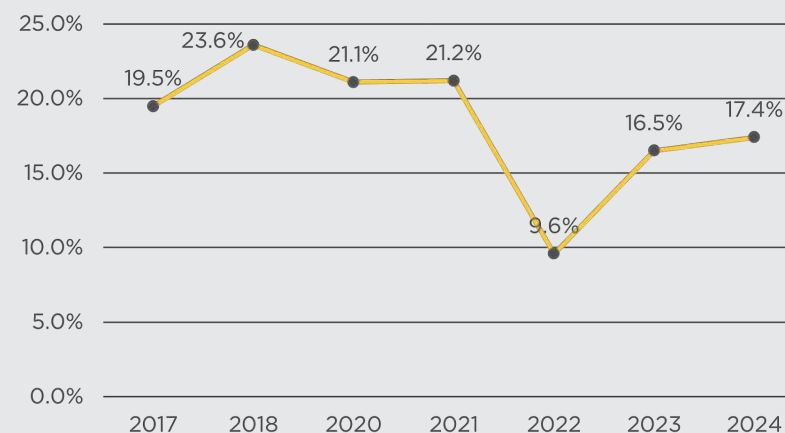
MEAN GENDER PAY GAP IN HOURLY RATE %



On average, male employees earn 12.7% more than females.

This is up 2.3% on last year's report and down 9% from 2017 when gender pay reporting commenced.

MEDIAN GENDER PAY GAP IN HOURLY RATE %



The middle male is paid 17.4% more than the middle female.

This is up 0.9% on last year's report and down 2.1% from 2017 when gender pay reporting commenced.

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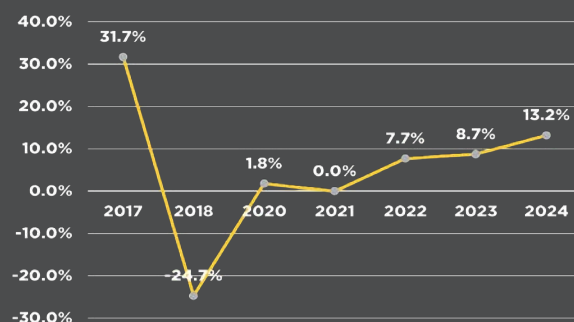


Bonus Payments

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.

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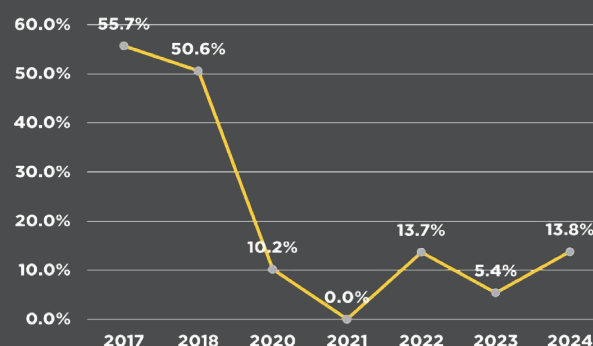
MEAN BONUS GENDER PAY %



Males who received a bonus were paid on average 13.2% more than Females.

No bonuses were made in 2021.

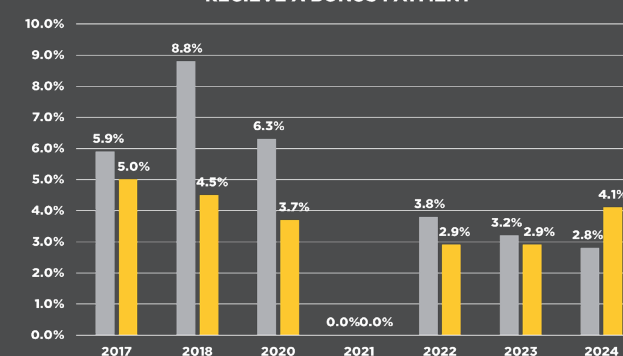
MEDIAN BONUS GENDER PAY %



The middle males that received a bonus were paid 13.8% more bonus than the middle female.

No bonuses were made in 2021.

PROPORTION OF MALES AND FEMALES THAT RECIEVE A BONUS PAYMENT



In 2024 there were 1.3% more males receiving a bonus than females.

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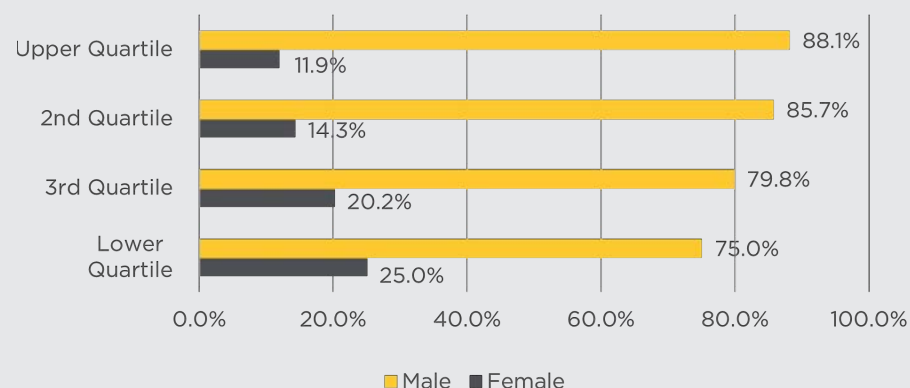


Pay Quartiles by Gender

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.

PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



From 2023 we have seen the following increases:

- 3.3% more females in the 1st quartile
- 5.4% more females in the 3rd quartile

From 2023 we have seen the following decreases

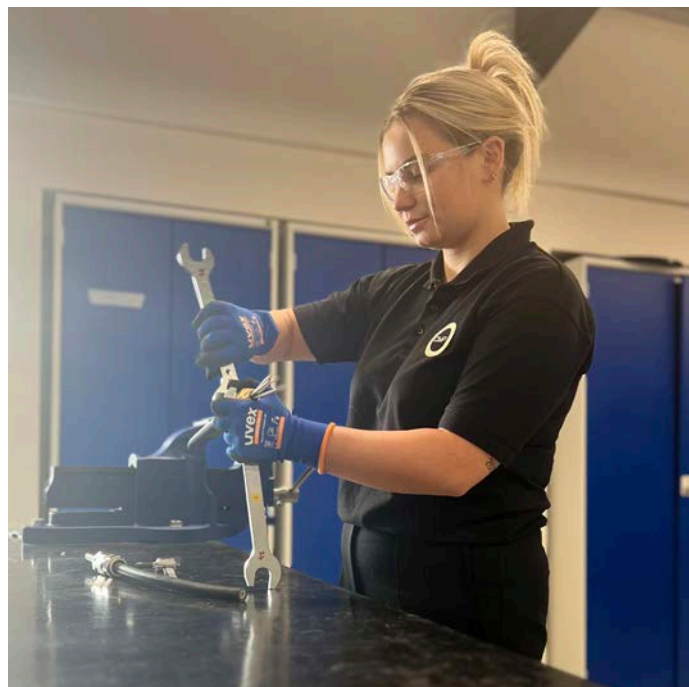
- 0.5% fewer females in the 2nd quartile
- 4.6% fewer females in the lower quartile

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Maddison Wren

Design Technician,
CMP Products

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SECURING CABLES WORLDWIDE



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Throughout my career at CMP Products, the company has consistently demonstrated its commitment to the progression and development of female employees. Starting as an apprentice, I was supported in my career by CMP from the beginning, funding my Higher National Diploma (HNC) which provided a strong foundation for my technical skills.

The company further supported my development by providing me the opportunity to progress to a skilled machinist role whilst encouraging my studies towards a Higher National Diploma (HND). Today, as a Design Technician, I continue to experience the company's dedication towards developing female potential in the engineering sector, ensuring they are empowered and thrive in their careers.

Read Maddison's journey from Apprentice to Design Technician at CMP Products.



ISO 9001
ISO 14001
ISO 45001
BUREAU VERITAS
Certification





Since starting my apprenticeship with British Engines in 1997 as a Commercial Apprentice, I've been presented with a variety of opportunities and challenges that have helped me grow both personally and professionally. The company supported me in achieving my Leadership and Management Degree, which was a personal ambition and marked a significant milestone in my development.

Today, I have a rewarding and successful career as a Customer Services Manager. I truly believe this is the result of the company's investment in me, alongside my own hard work and eagerness to take on new challenges. I believe the real strength of any business lies in its people. When companies invest in personal growth, it can be a game changer for individuals and the organisation as a whole.

Read Clare's journey and explore how apprenticeships have changed over the last 30+ years.



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Clare Taylor
Customer Services Manager,
CMP Products





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. 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 17.4% which broadly aligns with the UK manufacturing sector median pay gap of 15.9%.

Our ratio of females to male across all of our business has increased from the onset of gender reporting in 2017 from 16% to 18% in 2024. This increases to 31% 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.

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 & Math's)

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, promote fair recruitment practices and salary benchmarking.

Sam Briggs, HR Manager

A handwritten signature in black ink, appearing to read 'S.B.', with a long horizontal stroke extending to the right.

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