



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.

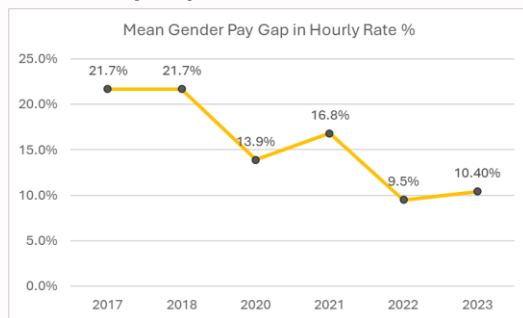
Background

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.

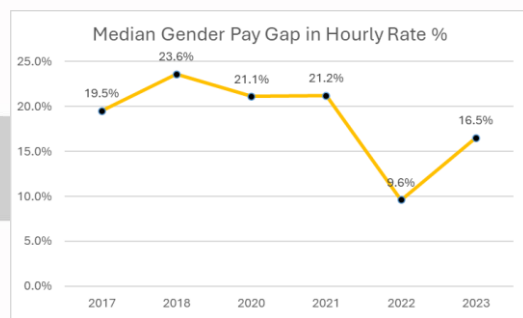
The findings outlined below are as of the ‘snapshot’ date of 5th April 2023 as required under the reporting guidelines.

Findings

Gender Pay Gap



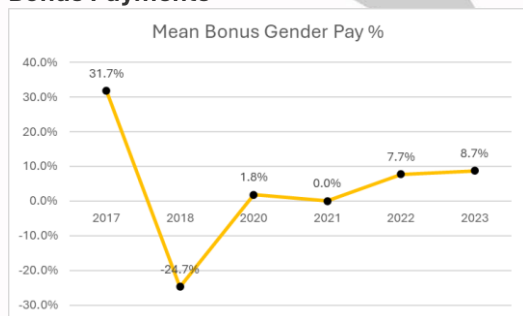
Males are paid on average 10.4% more than females.



The middle male is paid 16.5% more than the middle female.

This is up 6.9% on last years’ report and down 3% from 2017 when gender pay reporting commenced.

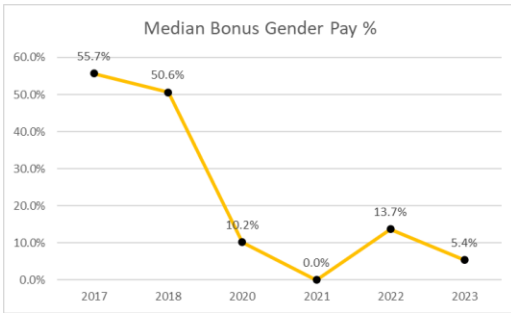
Bonus Payments



Males who received a bonus were paid on average 8.7% more than Females.

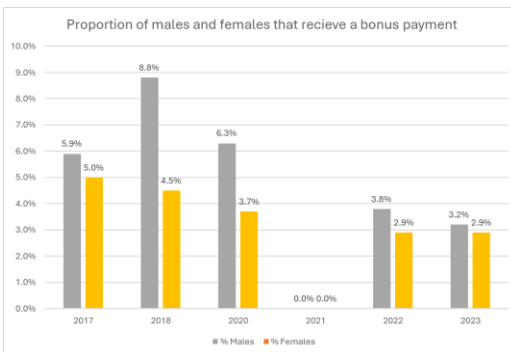
No bonuses were made in 2021.





The middle males that received a bonus were paid 5.4% more bonus than the middle female.

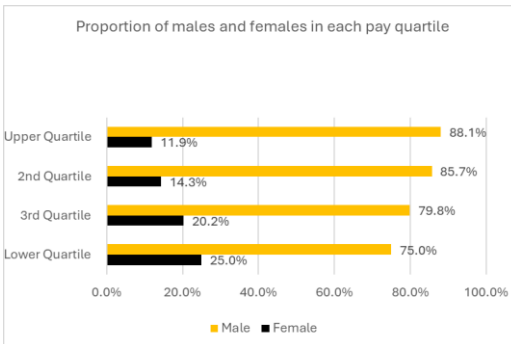
No bonuses were made in 2021.



In 2023 there were 0.3% 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 2022 we have seen the following increases:

- 5.2% of females in the 2nd quartile
- 0.8% of females in the 4th quartile

From 2022 we have seen the following decreases:

- 1.7% less females in the 1st quartile
- 5.6% less females in the 3rd 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 male across all of our business has increased from the onset of gender reporting in 2017 from 16% to 18% in 2023. This increases to 31% female to male ratio out of the direct manufacturing environment.



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. 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.

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 company uses pay banding and pay benchmarking tools in 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.

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. We are also seeking opportunities to deliver women's development programs in 2024, to help support female employees to develop into leadership roles.

A handwritten signature in black ink, consisting of the letters 'SB' in a stylized, cursive font, with a horizontal line underneath.

Sam Briggs
Human Resources Manager