

Gender Pay Gap Report
CPL Distribution Limited
2018

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This report sets out the gender pay gap reporting requirements for CPL Distribution Limited under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

What is Gender Pay Gap?

Gender pay gap is a measure of the difference in the average pay of male and female employees in an organisation, regardless of the type of work that they do. It is different to equal pay, which would be a direct comparison between people doing the same or comparable work. Differences in the gender pay gap can be driven by the number of male or female employees in different types of job.

The regulations require that companies with more than 250 employees publish their gender pay gap information. This information includes the differences in the average hour rate of pay between male and female employees on the 5 April 2018 (the Snap-shot Date); the differences in average bonus payments made to male and female employees over the 12 month period to the Snap-shot Date; and the proportion of male and female employees in quartile pay bands on the Snap-shot Date.

The pay and bonus gender pay gaps are expressed as both a 'mean' and a 'median' average. A mean average for a set of pay rates is calculated as by adding together the individual pay rates for each person and then dividing the sum by the number of people. The median average for a set of pay rates is calculated by ranking all the pay rates in ascending order and taking the middle pay rate.

Gender Balance

On the Snap-shot Date, CPL Distribution Limited had a total workforce of:

- 395 employees

of which:

- 303 (76.71%) were male; and
- 92 (23.29%) were female

Pay – Hourly Rate

At the snap-shot date, the average hourly payment to female employees compared to male employees was:

- 7.70% lower (Mean average)
- 6.35% lower (Median average)

The proportion of male and female employees that are in each of the quartile pay bands is:

- | | | |
|-------------------------|---------|--------|
| • Lower Quartile | Male: | 74.47% |
| | Female: | 25.53% |
| • Lower Middle Quartile | Male: | 70.21% |
| | Female: | 29.79% |
| • Upper Middle Quartile | Male: | 76.60% |
| | Female: | 23.40% |
| • Upper Quartile | Male: | 87.10% |
| | Female: | 12.90% |

The average hourly rate of pay includes basic pay as well as other normal pay elements (such as shift premiums, allowances and bonuses) but excludes overtime payments and any non-cash benefits.

Bonus Payments

During the 12-month period to the snap-shot date, there were:

- 48 (52.17%) female employees that received a bonus; and
- 229 (74.59%) male employees that received a bonus

During the 12-month period to the snap-shot date, the average bonuses paid to female employees compared to males was:

- 64.51% lower (Mean average)
- 91.79% lower (Median average)

Commentary

We are confident that our gender pay gap does not reflect an equal pay issue nor is it related to paying males and females differently. We believe that it is as a result of the composition of our workforce and the types of jobs male and female employees, which is consistent with the pattern seen in equivalent industries in the UK.

The principal issue for our pay and bonus gender pay gaps are:

- Male employees make up a significant majority of the workforce
- There are a higher proportion of males that work in operational (delivery driver and packing roles) which typically have higher productivity bonus payments
- There are a higher proportion of females that work in administration, support or customer service roles which typically have lower (or no) productivity bonus payments.
- There are more male than female employees in management roles, which are higher paid roles.

James Storer
Head of Human Resources

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