

Cooksongold 2023 Gender Pay Report

What is the Gender Pay Gap?

The gender pay gap is a measure that shows the difference in average earnings between men and women across the whole business.

The gender pay gap is a different measure to equal pay. Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work.

Understanding Our Gender Pay Gap

Mean: The mean figure is reached by adding up all the hourly rates and dividing by the total number of employees to achieve an average difference between the males and female pay rate.

Median: The median figure is reached by gathering all the hourly rates in order and selecting the middle figure. The median gap is reached by calculating the difference between the male and female pay rate.

We have maintained our median gender pay gap at 2.0%. It is better than the estimated UK National average of 14.3%.*

Our mean pay gap is 17%. It's higher than our median pay gap because we have some highly paid men across all work levels and areas. This, combined with fewer women in the top roles is the primary driver for our pay and bonus gaps. It is an improvement on our 2022 figure which was 18%.

*Office for National Statistics Annual Survey of Hours and Earnings Report

Gender Pay Gap Statistics

We are required to report on the following entities under the Equality Act (2010) Gender Pay Gap Regulation 2017.

This data is based on a snapshot date of 5th April 2023

| Pay Gap: | |
|--------------------------------|----------------------------------|
| Mean Percentage Gender Pay Gap | Median Percentage Gender Pay Gap |
| 17% | 2% |

On average men were paid 17% more than women in April 2023. The median pay gap was 2% in the same period and because we have a skewed distribution this is the more accurate measure.

| Bonus: | |
|----------------------------------|------------------------------------|
| Mean Percentage Gender Bonus Gap | Median Percentage Gender Bonus Gap |
| 56% | 0% |
| Males paid a Bonus | Females paid a Bonus |
| 95% | 90% |

All employees, once they have passed their probation are eligible to join the Company bonus scheme.

| Proportion of Males and Females in each Quartile Band: | | |
|--|-------|---------|
| Quartile | Males | Females |
| Upper | 80% | 20% |
| Upper Middle | 51% | 49% |
| Lower Middle | 58% | 42% |
| Lower | 60% | 40% |

What We've Done

Over the past year we've carried out further activity aimed at closing our pay gap.

- We've continued our review of pay structures for those in similar roles across the business.
- We offer hybrid and flexible working patterns where possible.
- We have implemented an employee engagement survey which gave us valuable feedback about reward and recognition of our people.
- We aim to advertise all vacancies internally to give everyone the opportunity to develop their career.

What We'll Do

- Continue to focus on ensuring we have an equitable pay structure across the business.
- Offer training opportunities to all employees to enable progression and development.
- Review our salaries against market rates to ensure fair and equitable pay.