

# Annual Gender Pay Gap Report (snapshot date 5 April 2022)

## Introduction

Our Gender Pay Gap Report summarises the percentage differences between average earnings for men and women in all jobs at Cepac. Employers with over 250 employees must publish their gender pay statistics every year.

We are confident that we pay men and women equal pay for doing the same or similar jobs and work to ensure our pay rates and grades are fair irrespective of gender. This report assesses broad data concerning pay for all men and all women irrespective of their job role.

The Gender Pay Gap Report for Cepac covers our four UK manufacturing sites at Darlington, Doncaster, Rawcliffe Bridge and Rotherham. We have a combined headcount of 511 of which 86.9% are men and 13.1% are women.

## Gender Pay Gap Analysis at Cepac

### **Women's Hourly Rate Is.....**

<b>19% lower than men</b>	<b>15.6% lower than men</b>
<b>Mean</b>	<b>Median</b>

### **Women's Bonus Pay Is.....**

<b>44% lower than men</b>	<b>25.5% lower than men</b>
<b>Mean</b>	<b>Median</b>

### **Who Receives Bonus Pay.....**

<b>86.2%</b>	<b>74.7%</b>
<b>Men</b>	<b>Women</b>

### **What percentage of Men & Women are in each quarter of the Cepac payroll.....**

	<b>Men</b>	<b>Women</b>
<b>Upper</b>	<b>90.3%</b>	<b>9.7%</b>
<b>Upper Middle</b>	<b>92.9%</b>	<b>7.1%</b>
<b>Lower Middle</b>	<b>82.3%</b>	<b>17.7%</b>
<b>Lower</b>	<b>73.4%</b>	<b>26.6%</b>

## Context & Causes of the Gender Pay Gap at Cepac

Our median gender pay gap is 15.6% (12.8% in 2021) which is comparable to all UK industry in 2022 at 14.9% (15.4% in 2021).

Cepac is a manufacturing business that employs a majority of men across all roles within the business which reflects the historical pattern in our industry and manufacturing in general. We also have many men with long service. This includes a majority of men in line manager and senior managerial roles where there is opportunity to earn a higher bonus. Despite this we do have high levels of both men and women earning bonus pay.

## Recent and Future Actions to Address Gender Pay at Cepac

Cepac is committed to promoting gender diversity and closing the gender pay gap by doing the following.

- Supporting Working Parents with flexible working.

- Developing best practice guidelines in support of maternity, parental and other family leave.
- Introducing psychometric testing during recruitment and promotion assessments.
- Working with schools, universities and our local communities to encourage men and women into manufacturing.
- In 2022, we have appointed a director at Board level to champion HR issues affecting women.

I can confirm that the information and data reported is accurate.



Craig Mason  
Group Resources Director (People & Services)  
4 April 2023