

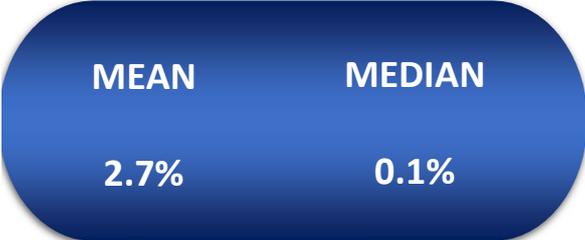
GENDER PAY REPORT 2021



Customade Group is a manufacturing business with its head office based in Stonehouse Gloucestershire. Within the group there are 6 main businesses (legal entities) that are located in a wide range of geographical areas across the UK, however, the following report relates solely to Customade Ltd, which is located in Stonehouse and which is the only legal entity that has met the reporting requirements on Gender Pay.

HOURLY PAY GAP

The mean and median hourly pay analysis demonstrates that there are no significant discrepancies in pay between male and female employees and that Customade Ltd is an equal pay employer.

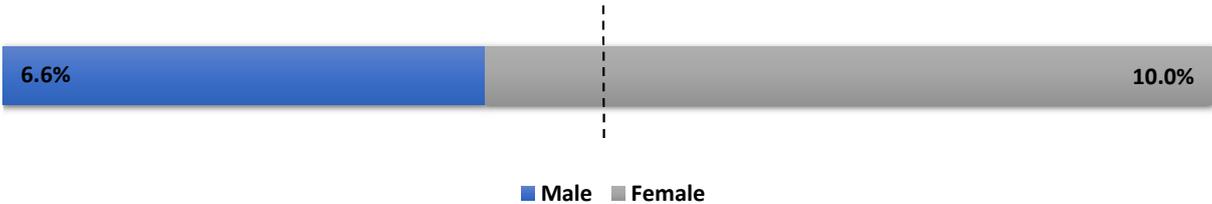


BONUS PAYMENTS

The median hourly pay rates and proportion of employees receiving a bonus demonstrate that there are no significant discrepancies in pay between male and female employees and that Customade Ltd is an equal pay employer. However as the Mean is being divisible by a much smaller number of women employees (as is demonstrated on the quartile workings) it is showing a slightly misleading number. The truer Mean when calculated based on number of employees who received a bonus is 5.7%.



Proportion of employees who received a bonus payment

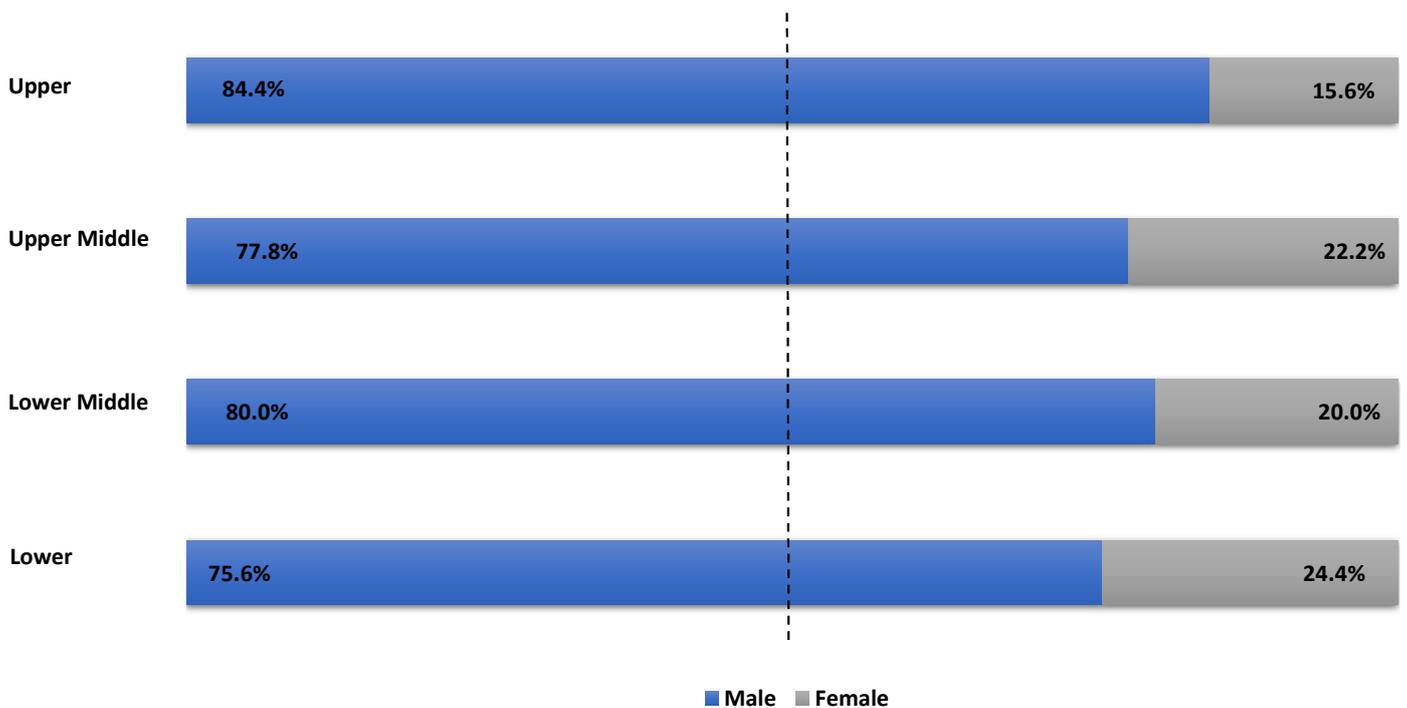


HOURLY PAY QUARTILES

The diagram below illustrates the proportion of male and female employees included in each quartile's analysis based on their hourly pay.

It is evident that while there are no statistically significant gender pay gaps within the company, there is a significant imbalance in the ratio of male to female employees across all quartiles.

This imbalance reflects the high proportion of manufacturing roles in the survey data and in turn, within manufacturing, the higher proportion of male employees.



I certify that the data published in this report is accurate:

Nick Roberts