

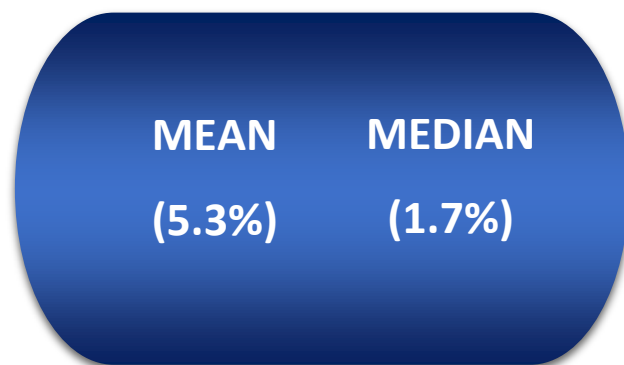
GENDER PAY REPORT 2022



Customade Group is a manufacturing business with its head office based in Stonehouse Gloucestershire. Within the group there are 5 main businesses 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.

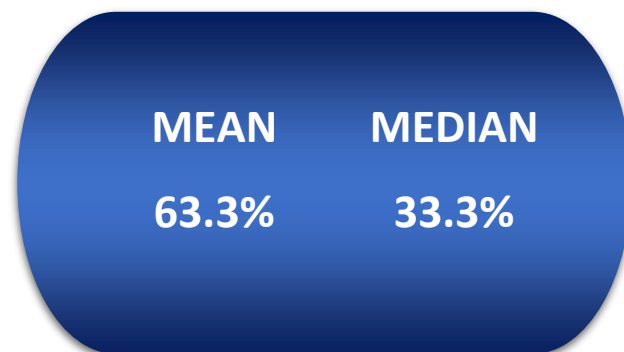
HOURLY PAY GAP

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.

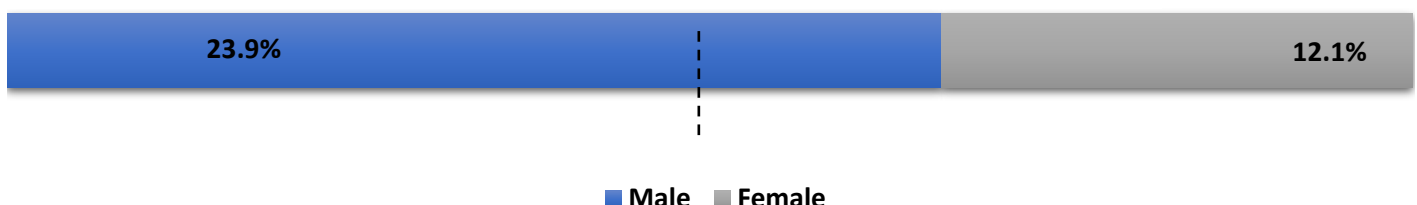


BONUS PAYMENTS

Bonuses paid during this period include a retention bonus paid to long distance lorry drivers within manufacturing. At the point of submission there were no female drivers, despite our best efforts to recruit female drivers. The remaining bonuses relate to long service and a recruitment referral scheme, both of which are fixed amounts regardless of gender.



Proportion of employees who received a bonus payment

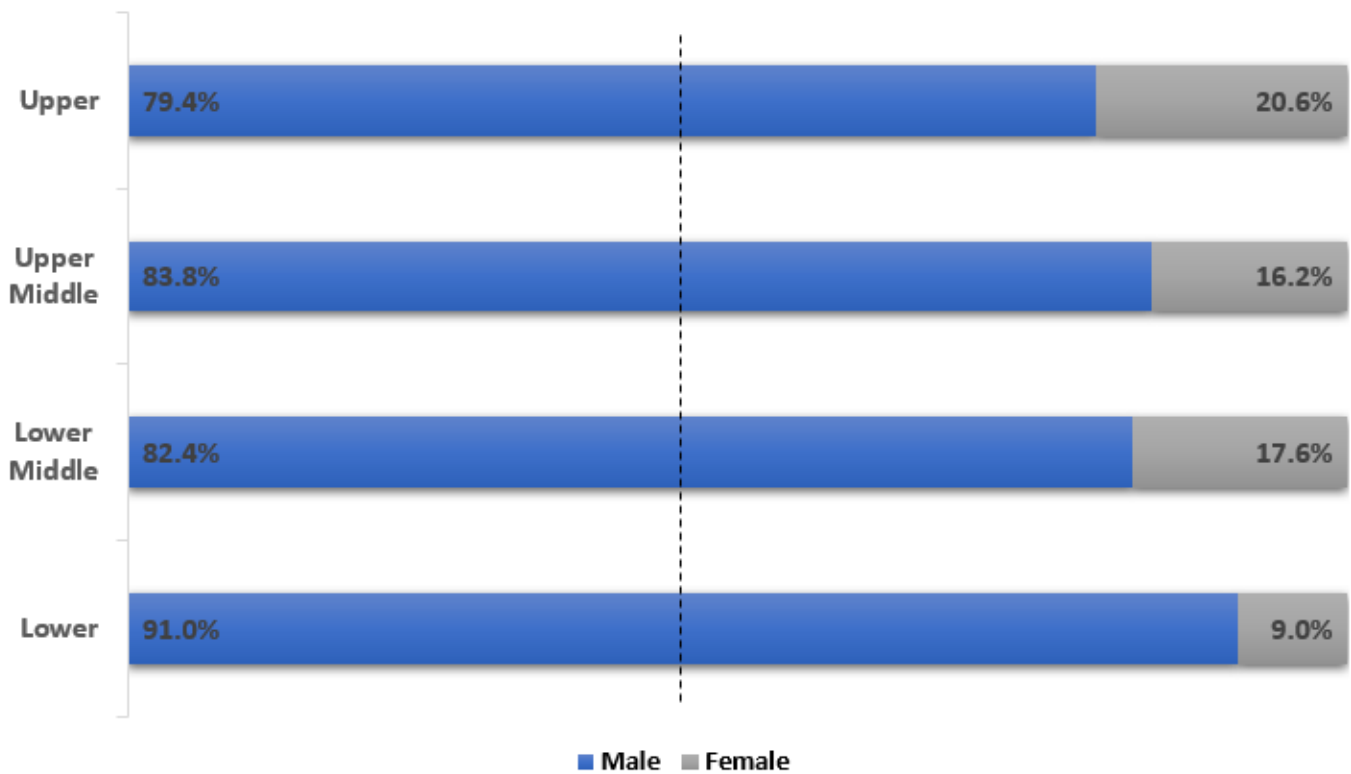


HOURLY PAY QUARTILES

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 business and in turn, within manufacturing, the higher proportion of male employees.



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

Will Gold

Chief Executive Officer