



In accordance with the *Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017*, CPI Books Ltd and CPI Antony Rowe Ltd are required to undertake gender pay gap reporting. The figures for each company are given below, and this narrative applies to both companies.

Gender pay gap is not the same as equal pay. Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value, and it is unlawful to pay people unequally because they are a man or a woman. All CPI companies are committed to providing equal opportunities, and of course equal pay, to both men and women.

The gender pay gap shows the difference in the average pay between all men and women in a workforce.

Some industries, including printing and allied industries, have been traditionally male dominated, especially when it came to the higher skilled roles. It was historically men who would undergo apprenticeships and training, while women in the workforce undertook less skilled and therefore lower paid roles. Although this situation is changing, it is doing so slowly and the effect will take time to appear.

### CPI Books Ltd

Hourly Pay	%
Mean gender pay gap	23%
Median gender pay gap	17%

Bonus	Male %	Female %
% of employees receiving bonus pay	32%	8%
Mean gender bonus gap	-27%	
Median gender bonus gap	-41%	

Quartile Pay Bands	Male %	Female %
Lower (0-25% of full-pay relevant employees)	71%	29%
Lower middle (25-50% of full-pay relevant employees)	82%	18%
Upper middle (50-75% of full-pay relevant employees)	90%	10%

Upper (75-100% of full-pay relevant employees)	95%	5%
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Data valid for: 5th April 2022

### Antony Rowe

Hourly Pay	%
Mean gender pay gap	10%
Median gender pay gap	4%

Bonus	Male %	Female %
% of employees receiving bonus pay	0%	0%
Mean gender bonus gap	0%	
Median gender bonus gap	0%	

Quartile Pay Bands	Male %	Female %
Lower (0-25% of full-pay relevant employees)	66%	34%
Lower middle (25-50% of full-pay relevant employees)	77%	23%
Upper middle (50-75% of full-pay relevant employees)	72%	28%
Upper (75-100% of full-pay relevant employees)	87%	13%

Data valid for: 5th April 22