

## CPI Gender Pay Gap Report – April 2024

This report sets out the gender pay gap statistics for *CPI Books Ltd* and *CPI Antony Rowe Ltd* in relation to the reporting year of 2024.

### Introduction

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, *CPI Books Ltd* and *CPI Antony Rowe Ltd* are legally required to publish, on an annual basis, specified information relating to their gender pay gap.

The following information has been calculated in accordance with the Regulations and is legally compliant.

### The gender pay gap

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gap is calculated across the entire workforce of an organisation.

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. The existence of a gender pay gap does not automatically give rise to any discrimination or equal pay matters.

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 does so slowly and is not something that will show an immediate effect.

	CPI Antony Rowe Ltd		CPI Books Ltd	
<b>Hourly Pay</b>	%		%	
Mean gender pay gap	7%		23%	
Median gender pay gap	5%		19%	
<b>Bonus</b>	<b>Male %</b>	<b>Female %</b>	<b>Male %</b>	<b>Female %</b>
% of employees receiving bonus pay	9%	8%	11%	9%
Mean gender bonus gap	60%		-146%	
Median gender bonus gap	33%		-700%	
<b>Quartile Pay Bands</b>	<b>Male %</b>	<b>Female %</b>	<b>Male %</b>	<b>Female %</b>
Lower (0-25% of full-pay relevant employees)	64%	36%	72%	28%
Lower middle (25-50% of full-pay relevant employees)	78%	22%	81%	19%
Upper middle (50-75% of full-pay relevant employees)	74%	26%	92%	8%
Upper (75-100% of full-pay relevant employees)	81%	19%	94%	6%

Data valid for: 5<sup>th</sup> April 2024 / Data Published: 10<sup>th</sup> April 2025

NB: Bonus payments include Refer A Friend Recruitment bonus and Long Service Awards

**Confirmatory statement**

I confirm that the information set out in this gender pay gap report is accurate and calculated in accordance with the Regulations.

**Signed:**



**Name:** Jon Owen

**Job title:** CFO

**Date of statement:** 10<sup>th</sup> April 2025