

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

		<b>CPI Books Ltd</b>		<b>CPI Antony Rowe Ltd</b>	
<b>Hourly Pay</b>		<b>%</b>		<b>%</b>	
The mean gender pay gap		<b>19%</b>		<b>22%</b>	
The median gender pay gap		<b>13%</b>		<b>19%</b>	
<b>Bonus</b>		<b>Male %</b>	<b>Female %</b>	<b>Male %</b>	<b>Female %</b>
% of employees receiving bonus pay		<b>2%</b>	<b>6%</b>	<b>3%</b>	<b>0%</b>
The bonus mean gender pay gap		<b>43%</b>		<b>100%</b>	
The bonus median gender pay gap		<b>46%</b>		<b>100%</b>	
<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)		<b>87%</b>	<b>13%</b>	<b>65%</b>	<b>35%</b>
Lower middle (25–50% of full-pay relevant employees)		<b>96%</b>	<b>4%</b>	<b>67%</b>	<b>33%</b>
Upper middle (50–75% of full-pay relevant employees)		<b>98%</b>	<b>2%</b>	<b>73%</b>	<b>27%</b>
Upper (75–100% of full-pay relevant employees)		<b>100%</b>	<b>0%</b>	<b>92%</b>	<b>8%</b>

Data valid for 1<sup>st</sup> April 2018  
 Published 29<sup>th</sup> March 2019  
 Responsible person: M W Robson, Legal Director