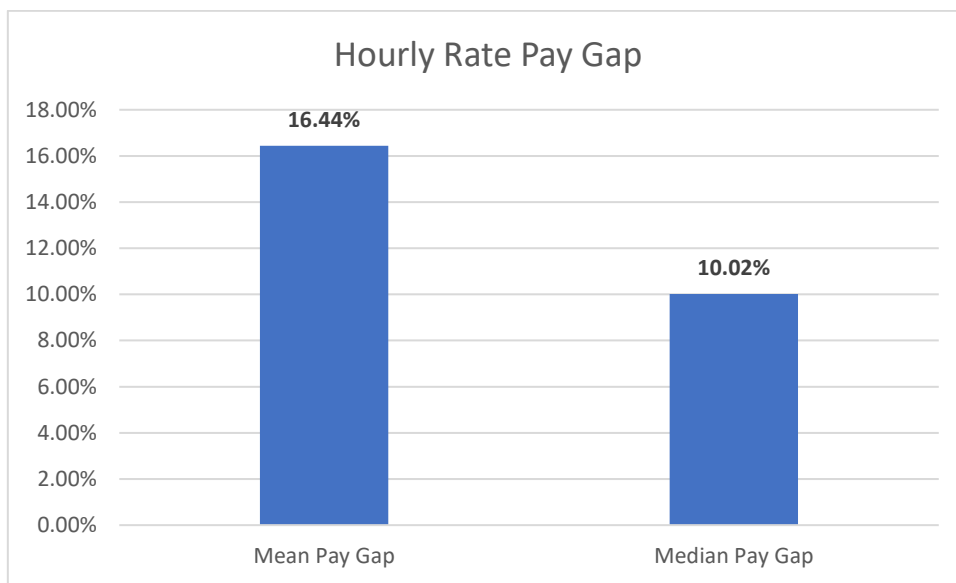


## CLS Gender Pay Gap Report 2022

This is our Gender Pay Gap Report for the snapshot date of 5<sup>th</sup> April 2022.

Gender pay gap is the difference between the average pay of men and women. As a Company with more than 250 employees, we fall within the requirements stipulated by the Gender Pay Gap reporting regulations. All figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

### Our Gender Pay Gap Numbers



*Chart 1: The mean and median Hourly Rate Pay*

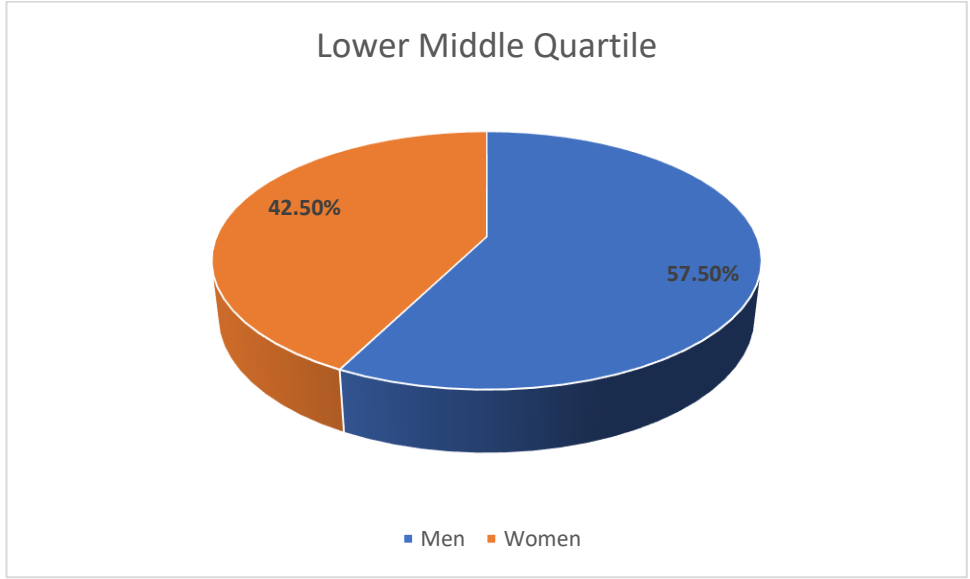
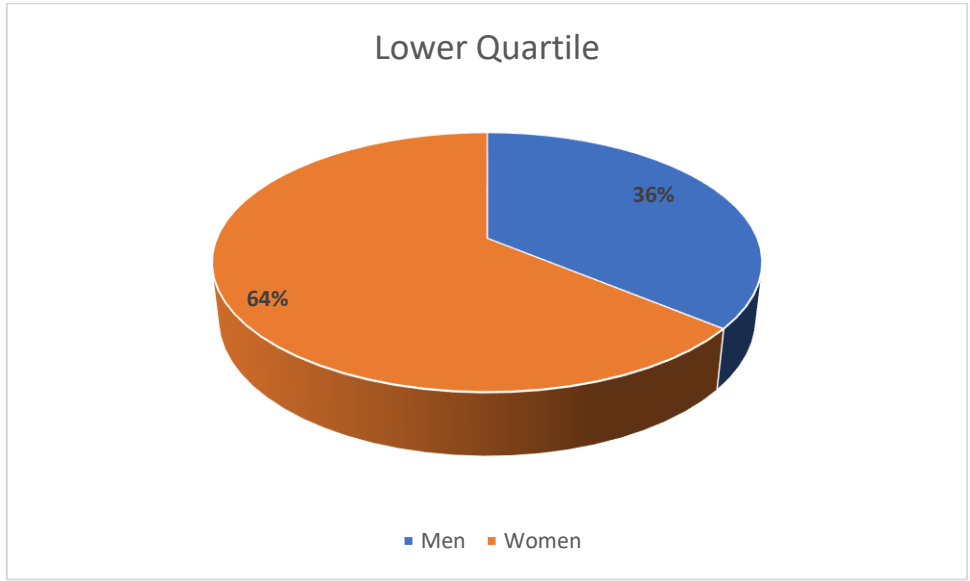
Chart 1 shows that our mean gender pay gap is 16.44% and our median gender pay gap is 10.02%.

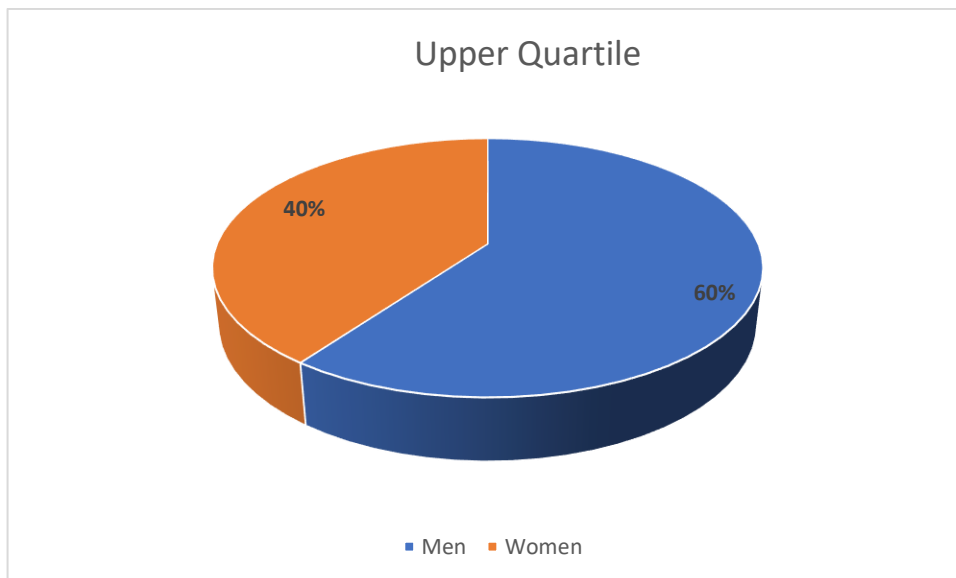
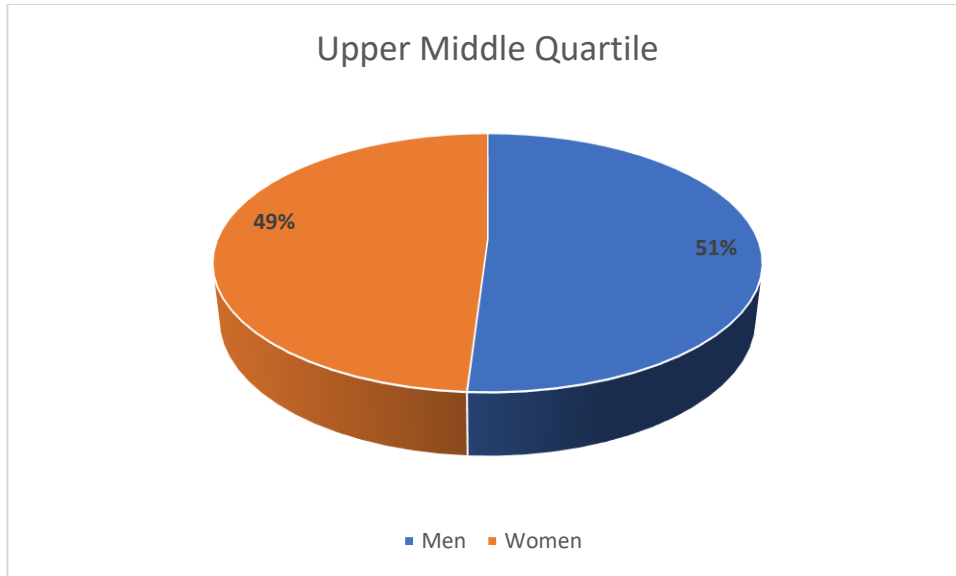
2022 Bonus Pay	
Mean	Median
74.49%	0%

*Table 1: Differences in Mean & Median Bonus Pay*

Table 1 shows that our mean bonus pay gap is 74.49% and our median gender bonus gap is 0%.

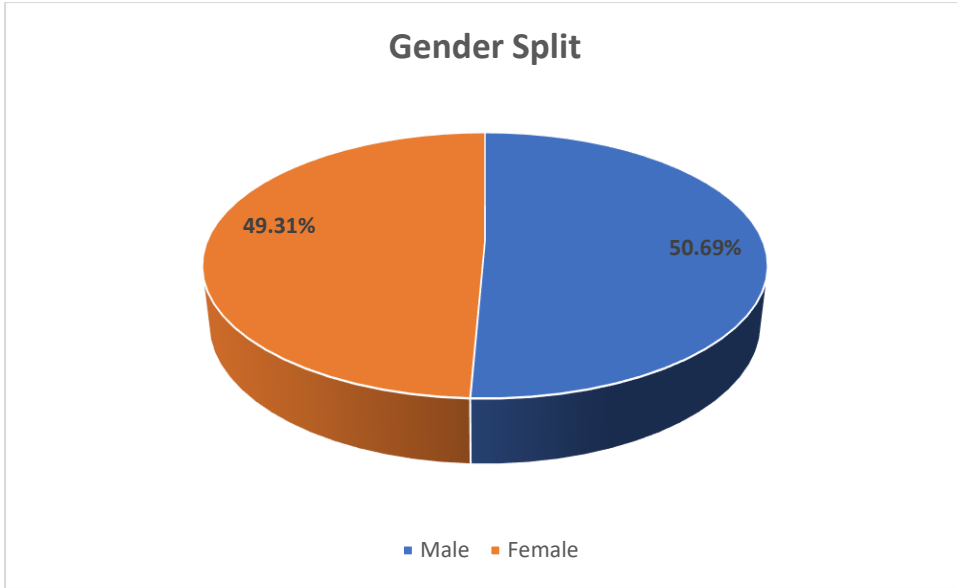
**Pay Quartiles by Gender**





The charts above show our workforce divided into four equal sized groups (quartiles) based on hourly pay rate. The lower quartile is the lowest paid group, the upper quartile the highest paid group.

### *Our Gender Split*



### *Why do we have a Gender Pay Gap?*

Legally, men and women must receive equal pay for

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

We are committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work.

We are pleased to see our gender split at 49.31% female and 50.69% male but can see that we have differences in pay in the lower and upper quartile's.

Our mean bonus pay gap is 74.49% and our median bonus pay gap 0%.

During 2022, 74.28% of males and 56.25% of females received a bonus payment. For some employees the bonus scheme provision is linked to salary, therefore based on the pay gap findings a gap is inevitable. The most senior role in the business is male and as his bonus was based upon % of his salary and this has impacted the bonus gap significantly. The way that bonus schemes were administered meant that the most senior role received two bonus payments during this period.

Halfway through 2021 we introduced a new bonus scheme which is based on operational targets and is a set bonus figure rather than based on salary and we can see that this has helped achieve a median bonus gap of 0%.

*How we are continuing to strive for a better balance*

- We have a dedicated Compensation & Benefits team and are continually reviewing our reward and compensation strategy and considering the alignment of bonus schemes, benchmarking and grading of roles to ensure a consistent approach to reward, irrespective of gender. We have access to third party benchmarking data to support with this review exercise.
- Our gender split shows that we are continuing to attract an equal balance of males and females into our organisation. We are continually working on our career pathway and ensuring our internal promotion opportunities appeal to all our employees.
- We recruited 4 year in industry students in 2022 to encourage interest in STEM roles. We successfully recruited 2 males and 2 females which further demonstrates our equal gender split.
- We have an established Flexible Working Policy to enable employees to balance their work and personal commitments.
- We will work together with our talent acquisition team and review our current recruitment practices and look at ways how we can encourage more applications from female workers and improve short listing techniques to minimise the risk of bias.
- We are working closely with the VP of HR and our EMT to define our Diversity & Inclusion strategy.

**Name & Job Title:**

**Signature:**

I declare this information is accurate and correct.

Helen Inch, HR Director

