

Gender Pay Gap

Report 2023



GENDER PAY GAP

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Our commitment

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap should not be confused with equal pay. Equal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

City Plumbing and PTS are equal opportunity employers, and our pay approach supports the fair treatment and reward of all colleagues. We use the Real Living Wage as our baseline, and we regularly review salaries to make sure we pay fairly and competitively.

What is the gender pay gap?

The gender pay gap shows the difference in the average pay between men and women in the workforce. A gender pay gap can be created, for example, when more men than women are employed in senior roles or more women than men employed in lower grade jobs.

What is required by law?

From April 2018, organisations with more than 250 employees are required to report statistics indicating their gender pay gap. The information reported in this summary relates to City Plumbing Supplies Holdings and PTS Group, and it is based on actual figures measured at a snapshot date of 5th April 2023.

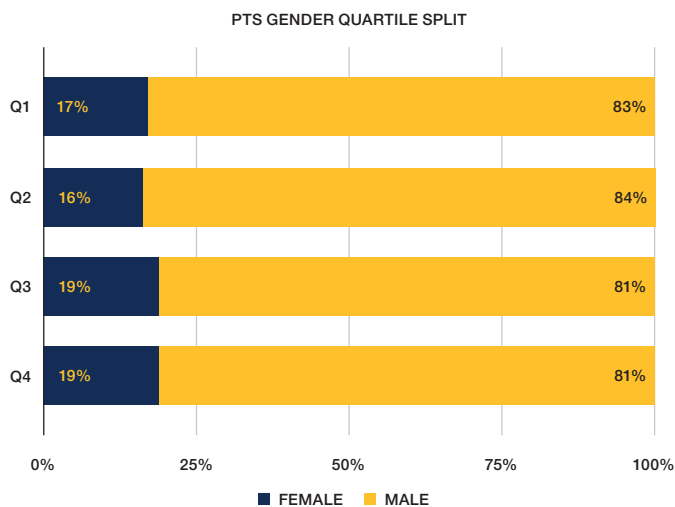
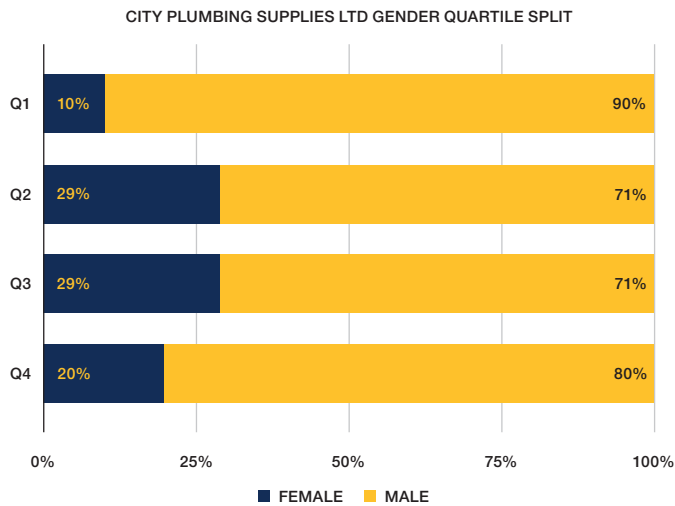
The mandated reporting covers six points of detail:

1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median gender pay gap using bonus pay

Negative figures represent a pay gap in favour of female colleagues, whereas positive represent in favour of male colleagues.



1.1 Percentage of men and women in each hourly pay quarter



1.2. Mean (average) gender pay gap using hourly pay

City Plumbing Supplies Limited = -2.8% vs -7.1% in 2022

PTS Group = -0.6% vs +5.0% in 2022

1.3. Median gender pay gap using hourly pay

City Plumbing Supplies Limited = -3.2% vs -10.2% in 2022

PTS Group = -0.6% vs +0.3% in 2022

1.4. Percentage of men and women receiving bonus pay

City Plumbing Supplies Limited:

Male = 85.7% vs 83.6% in 2022

Female = 88.7% vs 82.9% in 2022

PTS Group:

Male = 86.3% vs 86.7% in 2022

Female = 90.2% vs 83.5% in 2022

1.5. Mean (average) gender pay gap using bonus pay

City Plumbing Supplies Limited = +6.5% vs +30.4% in 2022

PTS Group = +29.3% vs +45.2% in 2022

1.6. Median gender pay gap using bonus pay

City Plumbing Supplies Limited = -0.3% vs 0% in 2022

PTS Group = +2.5% vs 0% in 2022

2. Confirmation

I confirm that this statement is true to the best of my knowledge and belief.

Dave Evans
CEO Highbourne Group Ltd.