

Gender Pay Gap Report 2022



At the time of reporting CML employs more than 250 employees and are therefore required to report their gender pay gap.

CML is committed to equal pay which pays males and females the same for the same work. Gender pay is designed to show the difference between the average earnings of men and women within a company.

At the snapshot date the calculations show that:

The median female pay was

↓ **22% lower**

than median male pay (2021 19%)

And average female pay

↓ **15% lower**

than average male pay (2021 13%)

The results show an increase of representation of women within the company population to

↑ **17%** up from 15% the prior year.

We are also proud to have an executive board with **40% female representation.**

Our figures highlight that there is significant work to be done to bring greater balance to our organisation and the construction industry. We acknowledge that our gender pay gap is partly due to a lower representation of women within our industry therefore we have adopted a long-term strategy to redress the imbalance but understand it will take time to see real change.

We have launched our new Equity, Diversity and Inclusion policy to foster an inclusive and supportive culture, one aspect of which is to improve our recruitment and retention of female employees.

Through our apprenticeship and professional qualification programmes we are attracting more females to work within our industry.

Females have increased to

↑ **37%** in the lower quartile (2020 31%) aiming to create a pipeline of female talent for the future.

We are actively involved in 'Give Construction A Try' this exists to promote construction as a career to schoolchildren.

We are proud to be a family business with company values that treat all employees the same, irrespective of whether they are male or female and we are actively committed to reducing our gender pay gap.

I confirm that CML's data has been collected and presented according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Faye Gardner
Director of Corporate Services

