



CONTRACT
CANDLES & DIFFUSERS

Gender Pay Gap Report

Annual Report 2023

www.contractcandlesanddiffusers.com

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Gender Pay Gap Report

Here at Contract Candles & Diffusers Ltd we are passionate about creating a great place to work, where everyone feels valued, is rewarded fairly, and are developed and supported to reach their potential.

On the snapshot date of 5th April 2023, we employed 273 people, 67% were female and 33% were men.

Our Pay Gap Results

We have compared the average pay of all the women we employ with the average pay for all the men.

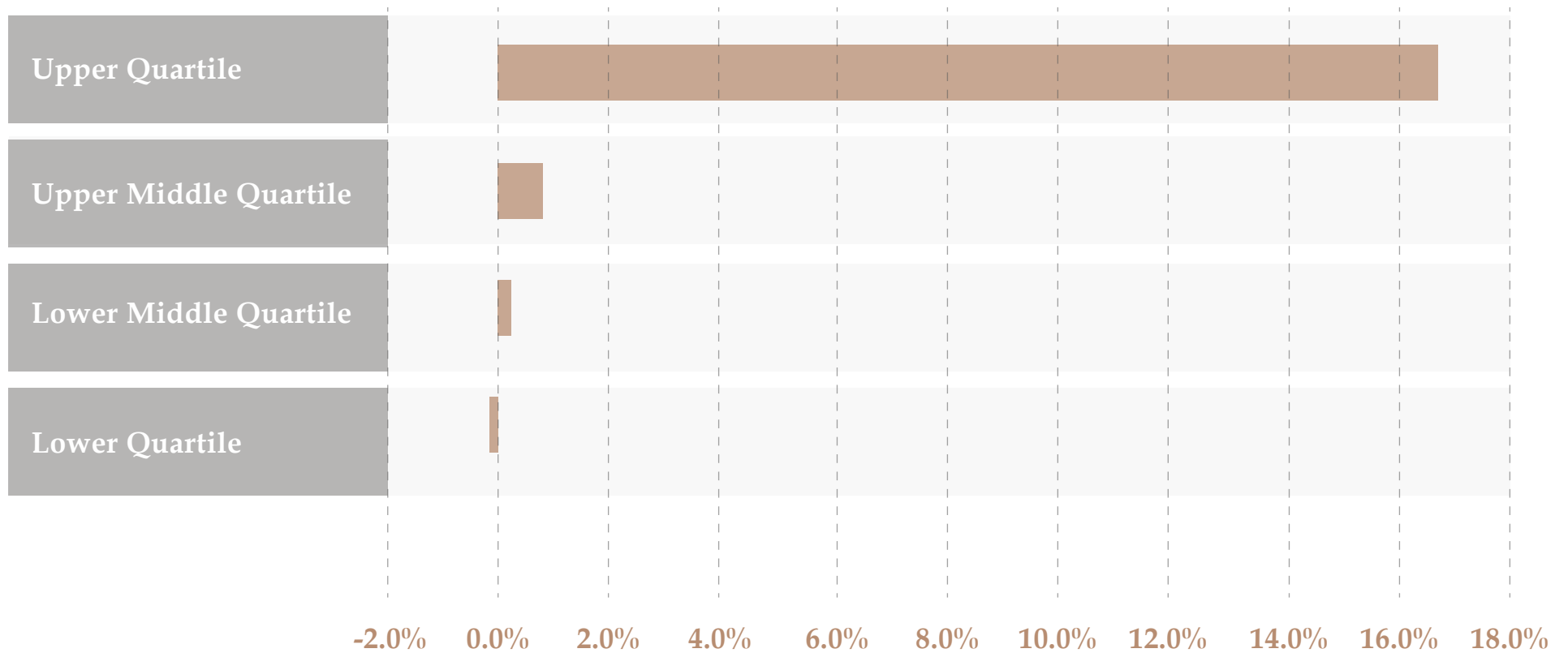
The gender pay gap is the percentage difference between average mean hourly earnings for men and women.



Contract Candles & Diffusers Ltd does have a Gender Pay Gap - though we are pleased to report that our mean Gender Pay Gap of 13.3% is lower than the current National Average which according to the Office for National Statistics was 14.3%.

When analysing the pay of men and women from those with the lowest and highest pay, apart from the upper quartile there is very little difference between the average pay of men and women.

Mean Pay Gap by Quartile



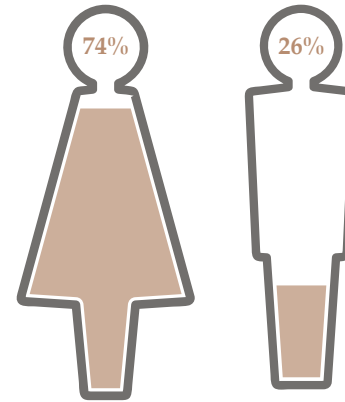
Median Pay Gap

The median gap is the difference between the midpoints in the ranges of men's and women's pay. Put simply if you separately lined up all the women and men at Contract Candles & Diffusers Ltd, the median pay gap is the difference between the hourly pay rate of the middle woman compared to the middleman.

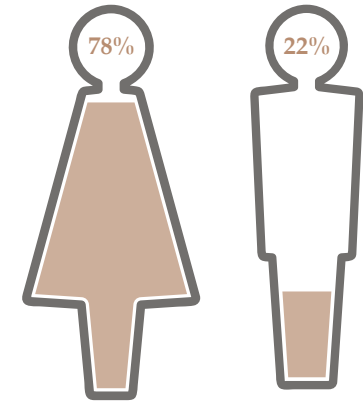
Here at Contract Candles & Diffusers Ltd the median hourly rate for women is 5.2% less than the median hourly rate for men.

Pay Quartiles

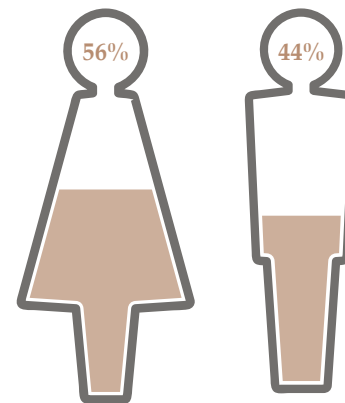
Following Diagrams shows the % of women and men employed from the lowest to highest paid.



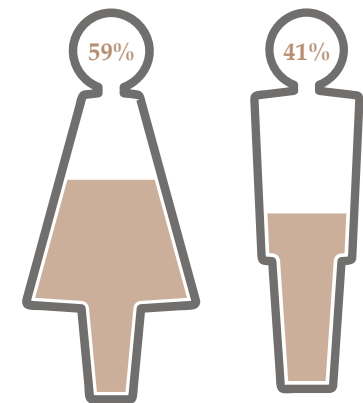
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

As the above shows, we employ a higher proportion of women at all levels across the business.

Bonus Pay Gap

No bonuses were paid to either men or women during this period.

What are we doing to address our Pay Gap?

Contract Candles & Diffusers Ltd are continuing to work to improve opportunities for all employees and to decrease our pay gap.





Tracking and reporting

We have invested in technology which has improved our ability to regularly analyse the make-up of our workforce focusing on information such as age, sex, salary levels etc.



Recruitment, development and promotion

We are in the process of reviewing and documenting our approaches in these areas to ensure there is no bias and all decisions are based on fair and objective criteria and the approach is transparent.



Apprenticeships

We are constantly looking at ways of upskilling our staff using our Apprenticeship Levy.



Reward & Recognition

We believe in rewarding people for working hard and for recognising the contribution they have made to the business. We are in the process of developing a robust performance management framework that is clear and consistent.



Family Friendly Policies

We offer flexibility to ensure our workplace is accessible for all. We support women returners from maternity leave and wherever possible will work with individuals to offer working patterns to retain them.

We have recently enhanced our policies in this area including clarity on our approach to hybrid working and offering more flexibility on start and finish times for salaried roles. We are also reviewing our maternity benefits.



Equal Pay

We are confident our employees are paid equally for equivalent jobs and will continue to strive to ensure fairness and consistency when rewarding our employees.

As we continue to make progress in these areas, we are confident we will see a reduction in the pay gap within the business.

I confirm that the data contained in this report is accurate.

Managing Director



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