

2022

Gender Pay Gap Report

Contract Candles & Diffusers Ltd

Contract Candles & Diffusers Ltd is required by law to publish an annual Gender Pay Gap report.

What is the gender pay gap?

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

What is a Mean Hourly Earning Calculation?

Mean hourly earnings are calculated by dividing total pay by the number of employees.

What is a Median Gap Calculation?

The median gap is the difference between the midpoints in the ranges of men's and women's pay.

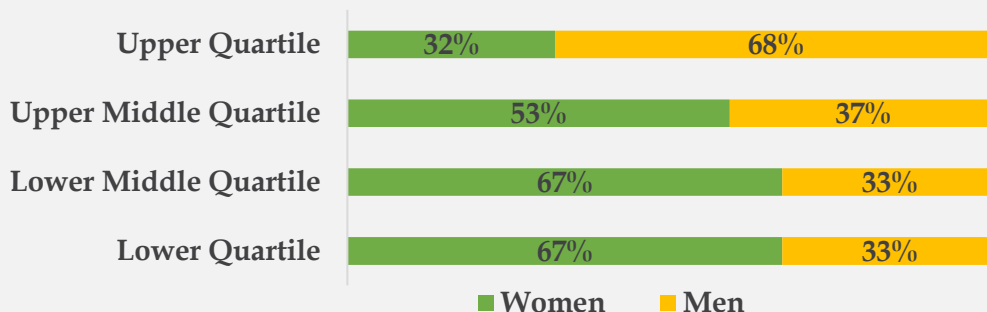
Our Workforce

A snapshot of all our Employees who were actively working on 5th April 2022

| | |
|-------|-----|
| Men | 132 |
| Women | 219 |
| Total | 351 |

At Contract Candles & Diffusers Ltd, everyone is paid for the role they have in the team and for their performance in that role. No other factors affect employee remuneration. We are an Equal Pay employer – male and female employees performing equal work receive equal pay.

Proportion of men and women in each quartile



The above chart shows the proportion of male and female employees across Contract Candles & Diffusers Ltd in four equally sized groups, sorted by level of pay.

The data shows there are a significantly higher number of male employees in the upper quartile, demonstrating that there are a higher proportion of males in senior roles. All other quartiles show that there are more female employees across the business, in less senior roles.

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Contract Candles & Diffusers Ltd does have a Gender Pay Gap – though we are pleased to report that our mean Gender Pay Gap of 13.9% is lower than the current National Average.

Female Mean
average hourly pay
£11.54
(total pay divided
by number of
employees)

Male Mean average
hourly pay
£13.41
(total pay divided
by number of
employees)

| Contract Candles & Diffusers Ltd Gender Pay Gap | | |
|---|-------|--------|
| | Mean | Median |
| CC&D Ltd Pay Gap | 13.9% | 0.2% |
| CC&D Bonus Pay Gap* | 0% | 0% |

*No bonus was paid to either male or female employee during this period.

Our Commitment and next steps

Contract Candles & Diffusers Ltd are continuing to work to improve opportunities for all employees and to improve the pay gap. The long terms aims which will continue to be evaluated include pay decisions upon hiring to be evaluated. In addition to this, training and development is key within the company and we will be investing into the training of all employees, which will be a key tool in taking a more proactive approach leading to potential promotions across the business.

'We are committed to our customers, employees and future generations.'

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

Lewis Hamilton
Managing Director

Lee Dormer
Managing Director