

C&F Tooling Gender Pay Gap Report 2023/2024

- Mean Gender Pay Gap: 11%

- Median Gender Pay Gap: 5.47%

- Mean Bonus Pay Gap: -86%

- Median Bonus Pay Gap: 0%

- Percentage of male who received a Bonus: 80%
[Bonus pay includes payments in the form of Vouchers]

- Percentage of female who received a bonus: 90%
[Bonus pay includes payments in the form of Vouchers]

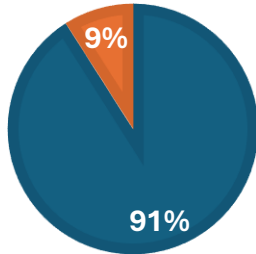
- Percentage of male who received a BIK: 82%
[Benefit in Kind (BIK) includes Vouchers]

- Percentage of female who received a BIK: 95%
[Benefit in Kind (BIK) includes Vouchers]

QUARTILES

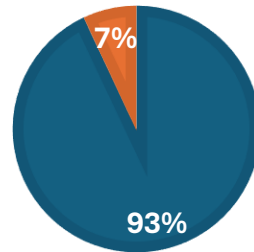
LOWER QUARTILE

■ Men ■ Women



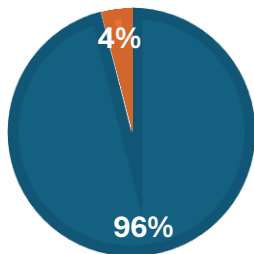
MIDDLE

■ Men ■ Women



UPPER MIDDLE

■ Men ■ Women



UPPER

■ Men ■ Women

