

STATUTORY GENDER PAY REPORT APRIL 2019



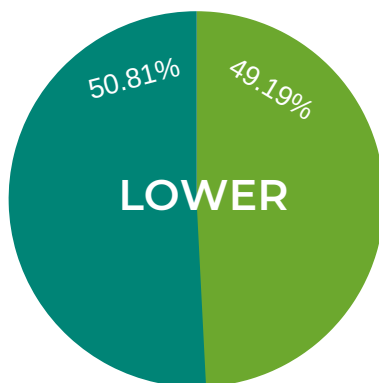
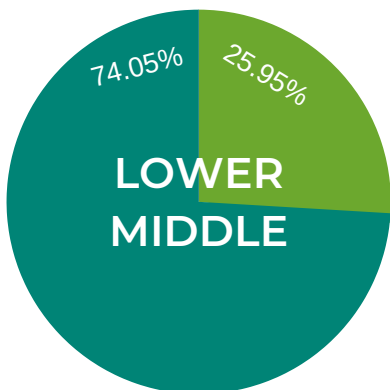
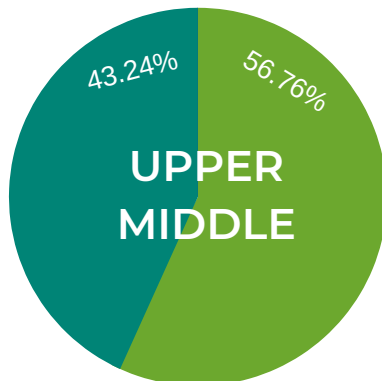
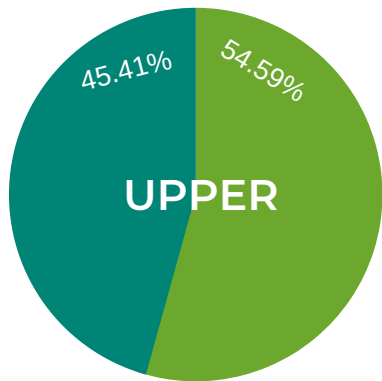
Better by nature

Our gender pay gap (GPG) data provides a basic understanding of what the gender pay balance looks like within our organisation.

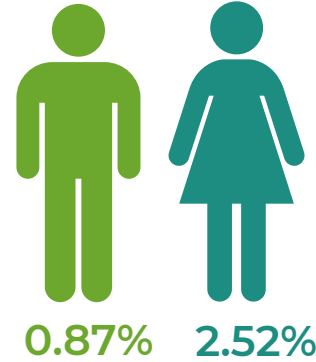
PAY QUARTILES BY GENDER

● = male
● = female

CCM Facilities Ltd median gender pay gap is 1.39%. The gender pay gap reflects the average paid to men and women across CCM's business. It is not a comparison of pay rates for men and women doing work of equal value.



Who received bonus pay



CCM confirm that the published information is accurate & prepared by the company's Financial Director.

CCM do not believe that we have acted inappropriately or discriminatory

	Mean	Median
Overall Pay Gap	0.85%	1.39%
Bonus Gap	11.76%	17.64%

