

GENDER PAY STATEMENT

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CFH Docmail Ltd.

Tel: 01761 416311 • **Email:** info@cfh.com • **Web:** cfh.com • St Peter's Park, Wells Road, Westfield, Radstock, BA3 3UP
Registered in England No. 1716891 • VAT Reg. No. GB 720 9782 23

At CFH Docmail we take great pride in being the type of organisation where equality of opportunity and treating people fairly have been at the core of our values for over 40 years. Whilst the career path that each member of staff chooses to take may be unique to them alone, we believe strongly in extending the same opportunities for growth and development to all employees.

This commitment to equality across our workforce is borne out by our Gender Pay Gap results. The differential between median pay across genders at CFH is 8% - that compares extremely favourably against a national average of 18.4% (April 2017). There can be many reasons for a differential such as this, many of which are entirely out of the control of an employer like CFH, however we remain committed to continuing to work towards narrowing that gap even further.

We are confident that at CFH, men and women are paid equally for doing the same job and we continue to encourage everyone to make the most of the opportunities available to them. This diverse and inclusive culture will remain at the heart of CFH for the next 40 years - hopefully by then the rest of the industry will have caught up!

Bill McFedries - CEO, CFH Docmail Ltd

CFH DOCMAIL GENDER PAY: FACTS AND FIGURES

BASIC PAY*

Difference between men and women	
7% Mean	8% Median

* The calculation is based on the salary paid to every employee regardless of position. Further scrutiny would show that male and female staff fulfilling similar roles receive equal pay.

BONUSES PAID*

Difference between men and women	
-18% Mean	0% Median

* The median bonus payment for both men and women was identical – this figure is based on comparing the bonus paid to the middle male & middle female recipient by value of bonus. The mean (average) bonus paid to women was actually 18% higher than that of men. This is a result of there being more higher bonus/commission receiving women in the organisation as a proportion of the total number of applicable female employees.

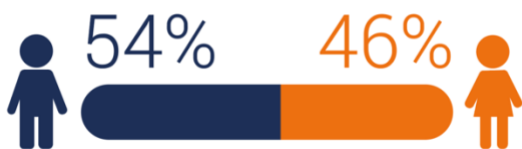
PROPORTION OF MEN AND WOMEN WHO RECEIVE BONUSES*

Difference between men and women	
95% Mean	84% Median

* A bonus was paid to all employees who were employed by the company on or before March 31st 2016.

PAY QUARTLIES*

Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile



* The percentages shown reflect the proportion of male and female employees in each band if you split all employees evenly across four proportional bands based on total wage. These figures reflect the fact that the relevant CFH Docmail workforce is 72% male and 28% female.