



Gender Pay Gap Report

Introduction

CEF is the expert supplier of electrical products and services for professional buyers and installers all over the UK. CEF offer the largest range of products including leading brands and value alternatives, alongside specialist know-how, friendly advice and support that's the best in the industry.

CEF's multichannel business model continues to evolve, positioning us strongly to meet customer needs. **With unrivalled nationwide coverage across more than 396 branches and our award-winning, state of the art online facility in Biggleswade,** we are well placed to deliver exceptional service to our customers.

Customers can place online orders for next working day delivery or by click and collect with access to more than **44,000 products from over 300 leading suppliers.**

We have continued to achieve substantial sales growth from customers visiting our branches or purchasing goods via our online facility.

What is gender pay gap reporting?

Every year, employers with 250 or more employees must carry out and publish calculations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The gender pay gap shows the difference between the average (mean or median) earnings of male colleagues compared with female colleagues. Gender pay gap reporting is different to equal pay which deals with the pay differences between men and women carrying out the same or similar jobs, or work of equal value.

Pay Gap & Bonus Gap

The points below show the **mean and median pay gap** using pay data from the **5th April 2024**.

Gender Pay Gap

Mean pay gap: **-7.39%**

Median pay gap: **-4.84%**

Gender Bonus Gap

Mean bonus gap: 45.85%

Median bonus gap: 38.61%

Proportion of workforce receiving a bonus payment

Male: 73%

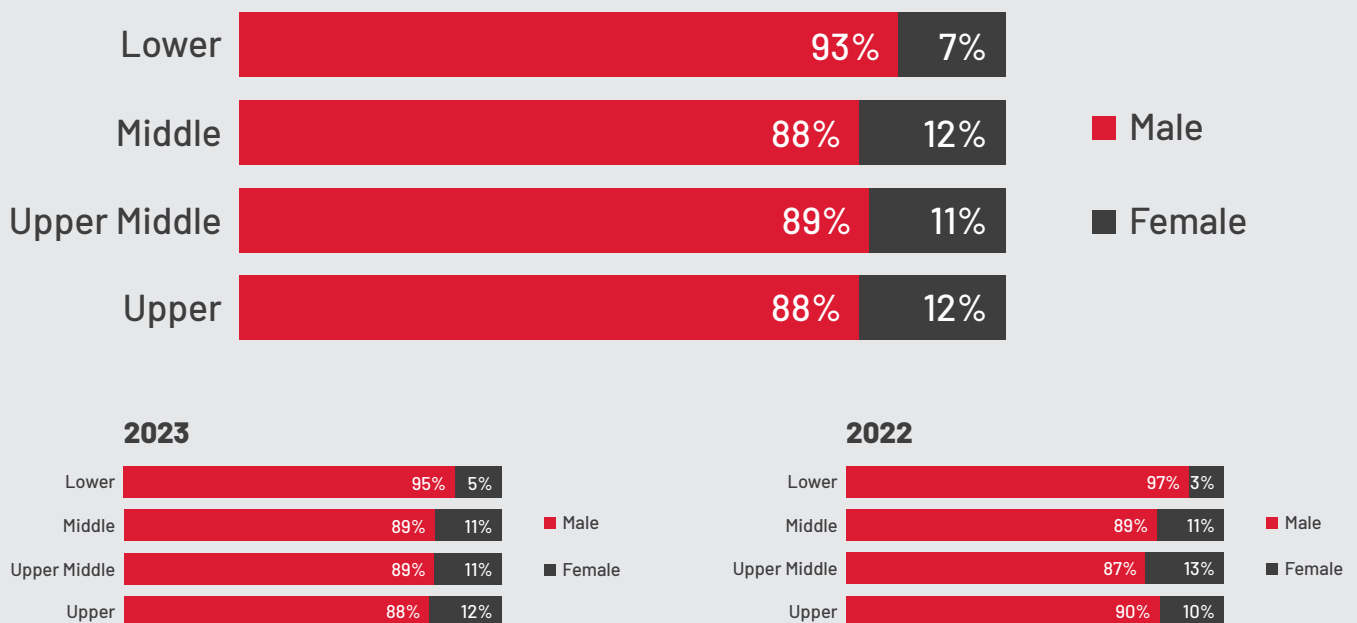
Female: 61%

The Table below shows the **mean and median pay gap** using pay data from the **5th April 2022 and 2023**.

	Gender Pay Gap		Gender Bonus Gap		Proportion of workforce receiving a bonus payment	
	Mean	Median	Mean	Median	Male	Female
2023	-9.27%	-11.63%	55.74%	52.18%	78%	85%
2022	-5.89%	-8.94%	25.89%	49.58%	75%	78%

Quartiles

For this calculation we ranked from lowest to highest and split the data in four equal pay quartiles then present the percentage of men and women in each quartile.





Summary

At CEF, we are committed to fostering an inclusive environment where everyone, regardless of ethnicity, background or their legal gender, has the opportunity to grow and succeed based on their talent and commitment. Employees are paid a basic salary and an annual bonus based entirely on their own position and performance through the year.

After reviewing the 2024 Gender Pay Gap Report CEF's Senior Management Team do not consider there are any pay issues.

10%