

# Complete Business Solutions – Gender Pay Reporting 2019

CBS gender pay gap of 9.2% is over the national average of 8.6% \* (the national average was 9.1% as of 2017).

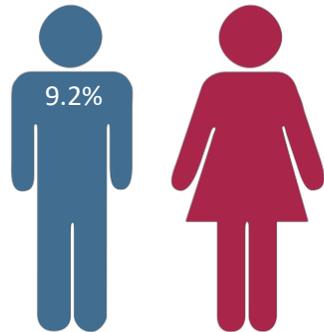
We are confident that the gaps are representative of the roles which men and women work and not a factor of men and women being paid differing amounts for the same roles.

We operate flat business structure with senior positions within the organisation occupied by both men and women.

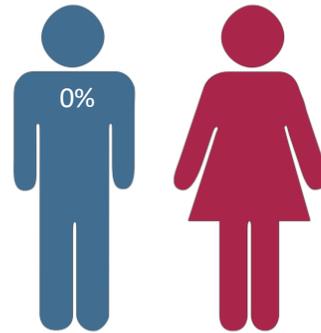
There are a number of positions within the business that attract either; commission, bonus or incentive payments, significantly the higher proportion of these being occupied by sales representatives (both Field and Telephone) and is available irrespective of gender.

\* ONS AHSE data.

## Gender Pay Gap

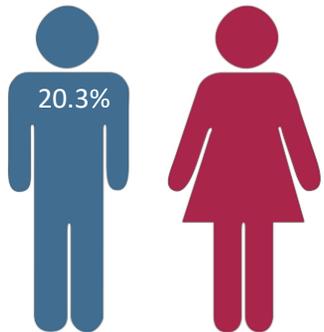


Mean pay for men is 9.2% higher than that of women.

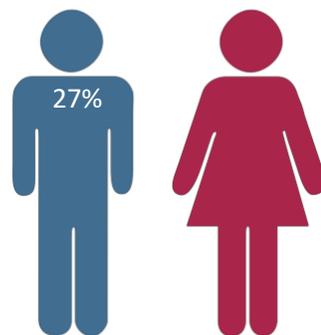


Median pay is equal for men and women.

## Gender Bonus Pay Gap



Mean bonus pay for men is 20.3% higher than that of women.



Median bonus pay for men is 27% higher than that of women.

Complete Business Solutions is committed to equal opportunities to all current and future employees, irrespective of lifestyle, ability or background. We promote equality and diversity with appropriate training to all Employees.

In addition, we offer active support to women returning to work from maternity leave, and with the Learning Hub, Apprenticeship Levy and affiliation with the Adult Skills Network, offer training to all employees to promote and develop employees towards their own career goals that compliment and support the overall success of the company.

## Population of Men and Women Paid a Bonus



The median bonus gap is influenced by the proportion of white collar employees within the business. A higher proportion of white collar workers receive a bonus and within this group there are a greater representation of women.

The Company does not currently operate a bonus scheme for all employees, however, this is something that the executive team are looking to consider implementing in the future as part of their employee motivation and engagement strategy.

