



Gender Pay Gap

Report 2025



GENDER PAY GAP

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Our commitment

The gender pay gap is the difference between the average pay of men and women, expressed as a percentage. The gender pay gap should not be confused with equal pay. Equal pay is concerned with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

City Plumbing Supplies Limited and Plumbing Trade Supplies are equal opportunity employers, and our pay approach supports the fair treatment and reward of all colleagues.

What is the gender pay gap?

The gender pay gap shows the difference in the average pay between men and women in the workforce. A gender pay gap can be created, for example, when more men than women are employed in senior roles or more women than men employed in lower grade jobs.

What is required by law?

From April 2018, organisations with more than 250 employees are required to report statistics indicating their gender pay gap. The information reported in this summary relates to City Plumbing Supplies Limited (CPS) and Plumbing Trade Supplies (PTS), and it is based on actual figures measured at a snapshot date of 5th April 2025.

The mandated reporting covers six points of detail:

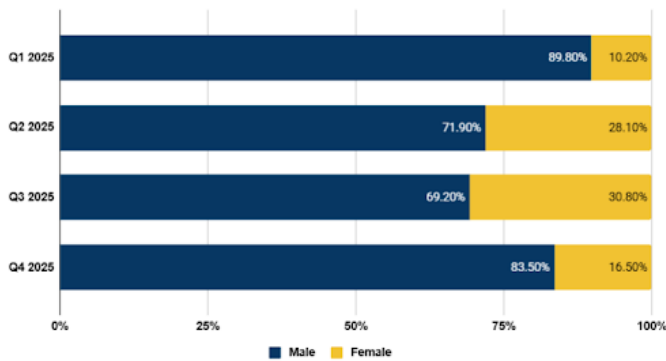
1. percentage of men and women in each hourly pay quarter
2. mean (average) gender pay gap using hourly pay
3. median (midpoint) gender pay gap using hourly pay
4. percentage of men and women receiving bonus pay
5. mean (average) gender pay gap using bonus pay
6. median (midpoint) gender pay gap using bonus pay

Negative figures represent a pay gap in favour of female colleagues, whereas positive represent in favour of male colleagues.

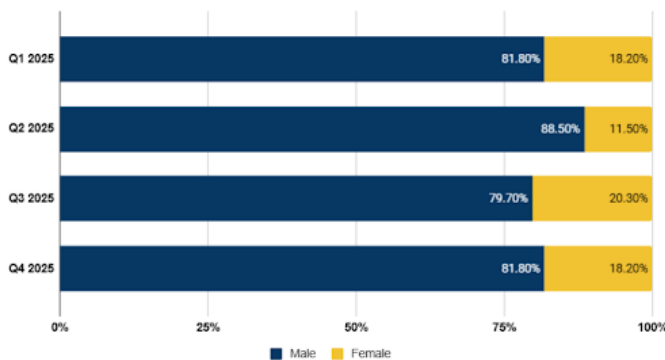
1.1 Percentage of men and women in each hourly pay quarter

Each quartile is exactly 25% of the company when colleague hourly pay is ranked lowest (Q1) to highest (Q4).

CITY PLUMBING SUPPLIES LTD (CPS) GENDER QUARTILE SPLIT



PLUMBING TRADE SUPPLIES (PTS) GENDER QUARTILE SPLIT



1.2. Mean (average) gender pay gap using hourly pay

City Plumbing Supplies Limited = +1.60% vs -3.2% in 2024

Plumbing Trade Supplies = +0.20% vs -0.98% in 2024

1.3. Median (midpoint) gender pay gap using hourly pay

City Plumbing Supplies Limited = -1.30% vs -4.4% in 2024

Plumbing Trade Supplies = -2.30% vs -3.1% in 2024

1.4. Percentage of men and women receiving bonus pay

City Plumbing Supplies Limited:

Male = 75.10% vs 69.3% in 2024

Female = 57.70% vs 52.6% in 2024

Plumbing Trade Supplies:

Male = 67.00% vs 50.5% in 2024

Female = 28.70% vs 24.2% in 2024

1.5. Mean (average) gender pay gap using bonus pay

City Plumbing Supplies Limited = -216.19% vs -281.5% in 2024

Plumbing Trade Supplies = +51.2% vs -345.30% in 2024

1.6. Median (midpoint) gender pay gap using bonus pay

City Plumbing Supplies Limited = +39.4% vs +33.33% in 2024

Plumbing Trade Supplies = 100.00% vs 100% in 2024

2. Confirmation

I confirm that this statement is true to the best of my knowledge and belief.

Rachel Baldwin
Chief People Officer