

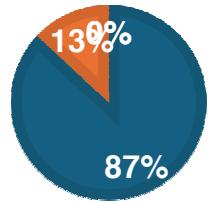
## C&F Tooling Gender Pay Gap Report 2023/2024

- Mean Gender Pay Gap: 14%
- Median Gender Pay Gap: 2.24%
- Mean Bonus Pay Gap: -100%
- Median Bonus Pay Gap: 0%
- Percentage of male who received a Bonus: 100%  
*[Bonus pay includes payments in the form of Vouchers]*
- Percentage of female who received a bonus: 100%  
*[Bonus pay includes payments in the form of Vouchers]*
- Percentage of male who received a BIK: 92%  
*[Benefit in Kind (BIK) includes Vouchers]*
- Percentage of female who received a BIK: 100%  
*[Benefit in Kind (BIK) includes Vouchers]*

## QUARTILES

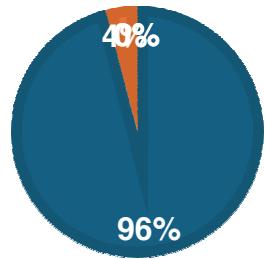
### LOWER QUARTILE

■ Men ■ Women



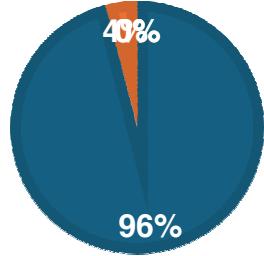
### MIDDLE

■ Men ■ Women



### UPPER MIDDLE

■ Men ■ Women



### UPPER

■ Men ■ Women

