



GENDER PAY GAP

APRIL 2025

CPI Manchester, April 2025



Providing the Best Value

Crane Payment Innovations (CPI) is part of [Crane NXT](#), a premier industrial technology company. CPI provides a full range of unattended payment solutions aimed at the Gaming, Retail, Transportation, Vending and Financial Services applications. CPI is built on the technological heritage and market expertise of the Conlux, MEI, NRI, CashCode, Telequip, Money Controls, and the Cummins-Allison brand. CPI is headquartered in the United States with further offices, manufacturing facilities, distribution, and service centers worldwide.

This report focus' solely on Manchester CPI Ltd





OUR PURPOSE

We give people confidence every day in moments that matter.

OUR SHARED VALUES



People Matter



Do the Right Thing



Trusted Partner



Innovate for Growth



Always Improving

WHAT WE REPORT ON AND WHY

Following the introduction of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, the UK Government requires employers with more than 250 employees to report on specific metrics using snapshot data from 5th April in the year to which the required information relates.

The report is intended to encourage employers to take informed action to close their gender pay gap where one exists. The results are based on **MEAN** and **MEDIAN** measures

The **MEAN** is defined as the average of a range of values. It is obtained by dividing the sum of all the values by their number. The mean gender pay gap shows the difference in the average hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings.

The **MEDIAN** is defined as the mid-point value in a range of values. It is the figure that falls in the middle when employee pay and bonuses are organised from smallest to largest. The median gender pay gap shows the difference in the mid-point hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings.

Mean gender pay gap in hourly pay

Median gender pay gap in hourly pay

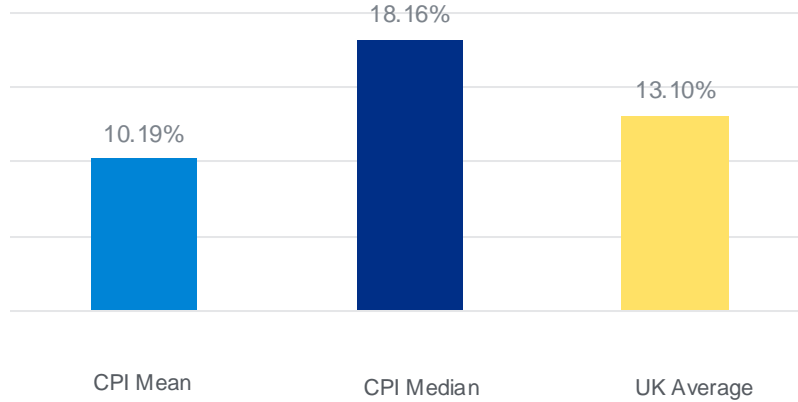
Mean bonus gender pay gap

Median bonus gender pay gap

Proportion of males & females receiving a bonus payment

Proportion of males & females in each pay quartile

GENDER PAY GAP RESULTS



Our overall Gender Pay Gap is 10.21%.

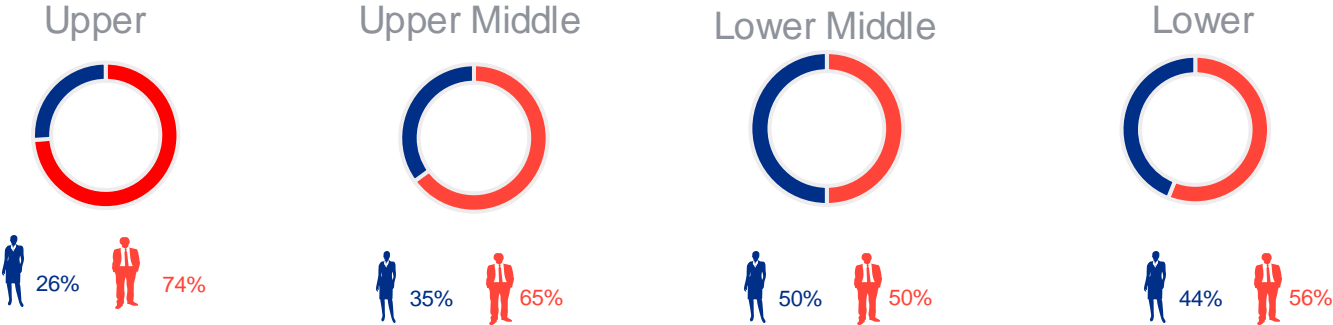
For every £1 earned by males, women earn on average 82 pence.

This chart shows our gender pay gap between male and female associates. Based on the **mean** average, women's hourly pay is 10.19% less than men's and 18.16% based on the **median** average. This compares to the UK average of 13.10% (*Office for National Statistics Oct 2024*)

Our data shows a gap in favour of men.

At CPI we have a clear and common approach to pay and compensation; we pay associates equally for the same or equivalent work regardless of gender and therefore are confident that the gender pay gap does not reflect the company paying men and women differently.

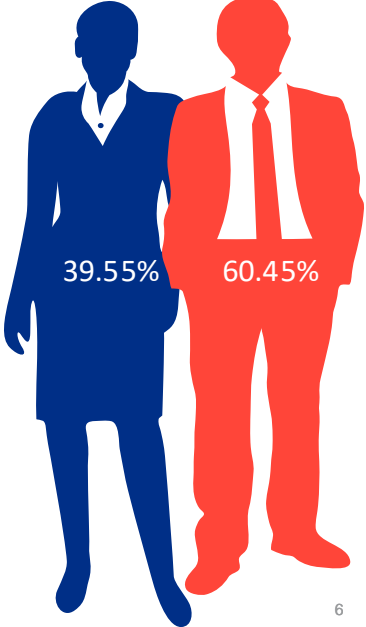
GENDER POPULATION ACROSS THE WORKFORCE



Gender pay gap results are also impacted by having an imbalance of male and female associates in professional disciplines, which tend to be higher compensated in comparison to non-professional disciplines that fall within the lower middle and lower quartiles.

The upper quartile is influenced by engineering and senior leadership which within CPI are mostly men, as common within the industry most associates in generally higher paid engineering / leadership roles are men.

The introduction of the tiers process in April 2023 has created more even distribution within the lower middle and lower quartiles.



GENDER BONUS PAY GAP RESULTS

79.01% MEN RECEIVED A BONUS



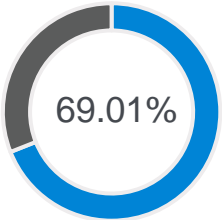
85.85% WOMEN RECEIVED A BONUS



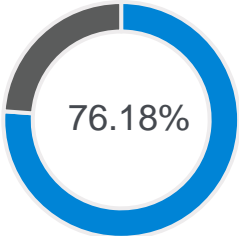
Each associate within CPI Ltd is part of a bonus scheme which operates between the months of January through to December. To be eligible for the bonus the associate must have been employed before October.

Overall, 81.72% of associates received a bonus

Mean Gender Pay Gap for Bonus Pay



Median Gender Pay Gap for Bonus Pay



The mean and median for the Gender Pay Gap for Bonus Pay currently stand at 69.01% and 76.18%.

This is to be expected as our quartile data shows that we have more males than females in the higher earning quartiles due to employing associates with qualifications in STEM related fields or senior leadership roles. Our bonus scheme is based on a percentage of an associate's annual salary, this percentage amount is based on a banding depending on the job role, those in more professional or senior roles receive a higher percentage than those in entry level roles.

- We are proud of our values driven culture
- We make sure we have the right associates in the right roles and that they are rewarded for their skills and contribution
- We are committed to equal pay and reward practices
- We have a robust Intellectual Capital process as well as a Tiers Program to recognise associates based on their knowledge, skills and behaviors
- As our culture continues to evolve, we are placing increased focus on diversity and inclusion, continuously working towards creating a more inclusive working environment for all.

DECLARATION

As the Managing Director of CPI Ltd, I confirm that the data reported is accurate as of the snapshot date of 5th April 2024



Alejandro Helguera
Managing Director & Operations Director
Crane Payment Innovations Ltd

