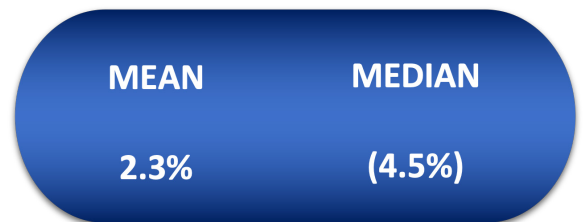


Customade Group is a manufacturing business with its head office based in Stonehouse Gloucestershire. Within the group there are 5 main businesses that are located across the UK, however, the following report relates solely to Polyframe Ltd, which is located in Lenwade (near Norwich), being the only legal entity that meets the reporting requirements on Gender Pay.

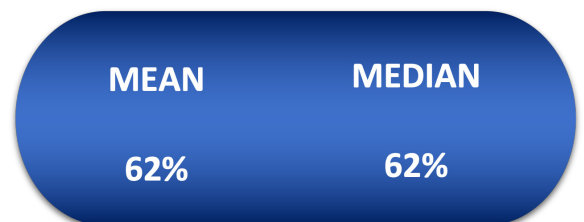
HOURLY PAY GAP

The mean and median hourly pay analysis demonstrates that there are no significant discrepancies in pay between male and female employees and that Polyframe Ltd is an equal pay employer.

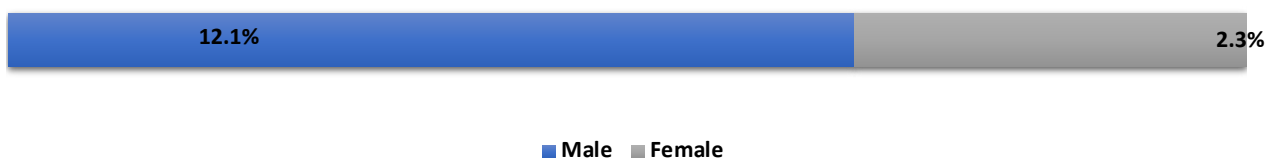


BONUS PAYMENTS

Within Polyframe Ltd for the reporting year the population of both male and female employees who received a bonus is small and as such is driving a mean and median % that is not accurate or a true representation of gender pay performance.



Proportion of employees who received a bonus payment

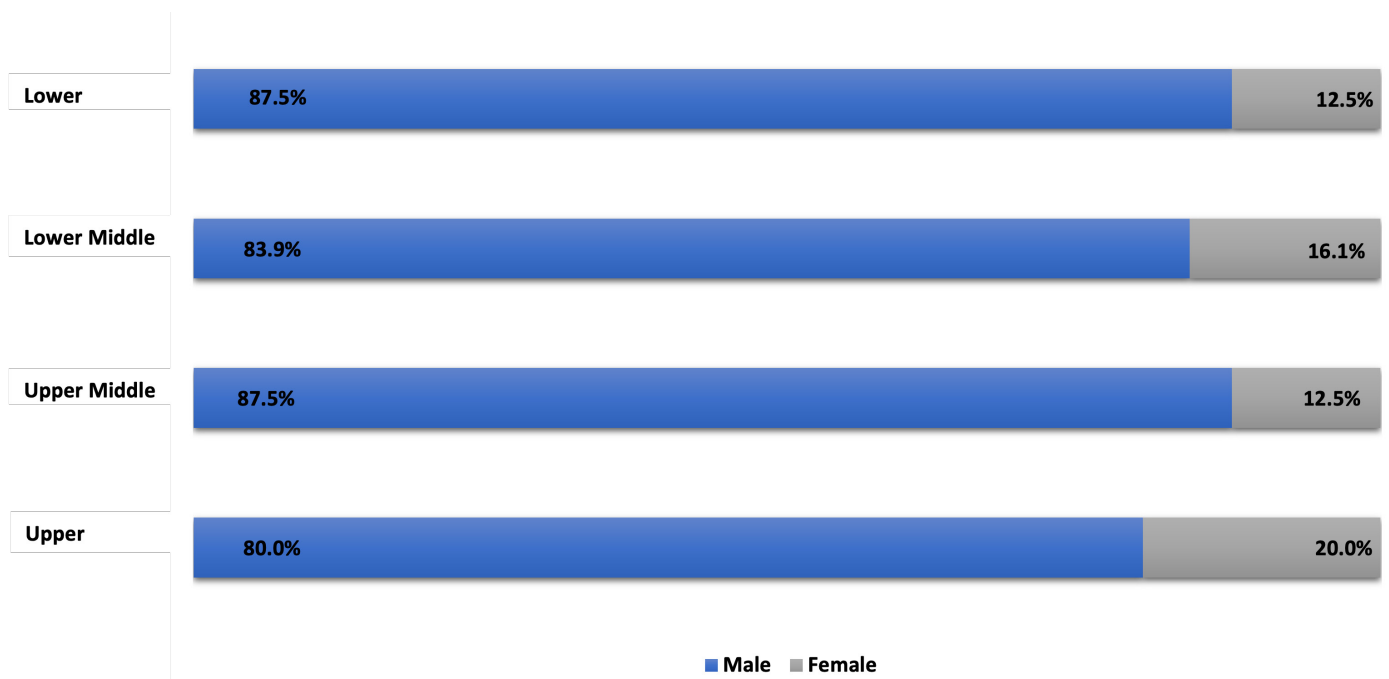


HOURLY PAY QUARTILES

The diagram below illustrates the proportion of male and female employees included in each quartile's analysis based on their hourly pay.

It is evident that while there are no statistically significant gender pay gaps within the company, there is a significant imbalance in the ratio of male to female employees across all quartiles.

This imbalance reflects the high proportion of manufacturing roles in the survey data and in turn, within manufacturing, the higher proportion of male employees.



I certify that the data published in this report is accurate:



Will Gold
Chief Executive Officer