

CeX Ltd

**GENDER  
PAY GAP  
REPORT**

2022



# FOREWORD

CeX Ltd was founded in London in 1992 and we opened our first store in Wexford in 2013. We are a pre-owned goods retail chain that specialises in buying, selling and exchanging a range of technology and entertainment products including mobile phones, video games, DVDs, Blu-ray movies, computers, digital electronics, TVs, monitors, and music CDs. We have stores in Australia, India, Ireland, Italy, Mexico, Netherlands, Poland, Portugal, Spain, United Kingdom and now in Malaysia.

We consider ourselves an equal opportunities employer full of growth, rewards and recognition. We pride ourselves in offering competitive incentive schemes including staff discounts, bonus schemes and other annual rewards. We present a non corporate working environment where you are free to celebrate your individuality with a great flexibility to working times. We provide great progression opportunities and are proud that around 90% of our Support and Management staff started in our stores.



Australia



India



Ireland



Italy



Mexico



Netherlands



Poland



Portugal



Spain



United Kingdom



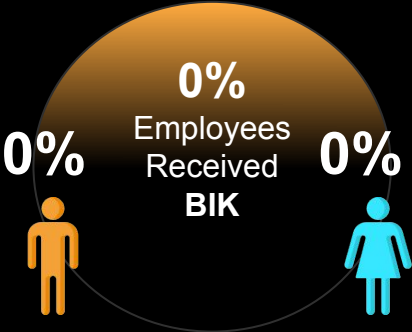
Malaysia

For the first year, we are publishing details of the Gender Pay Gap report from our Ireland stores. Our Gender Pay Gap report allows us to measure and share progress on our commitment to creating long-term systemic change for the talented women in our organisation with the intent to continue to close the gap. We are confident that we continue to pay our employees fairly.

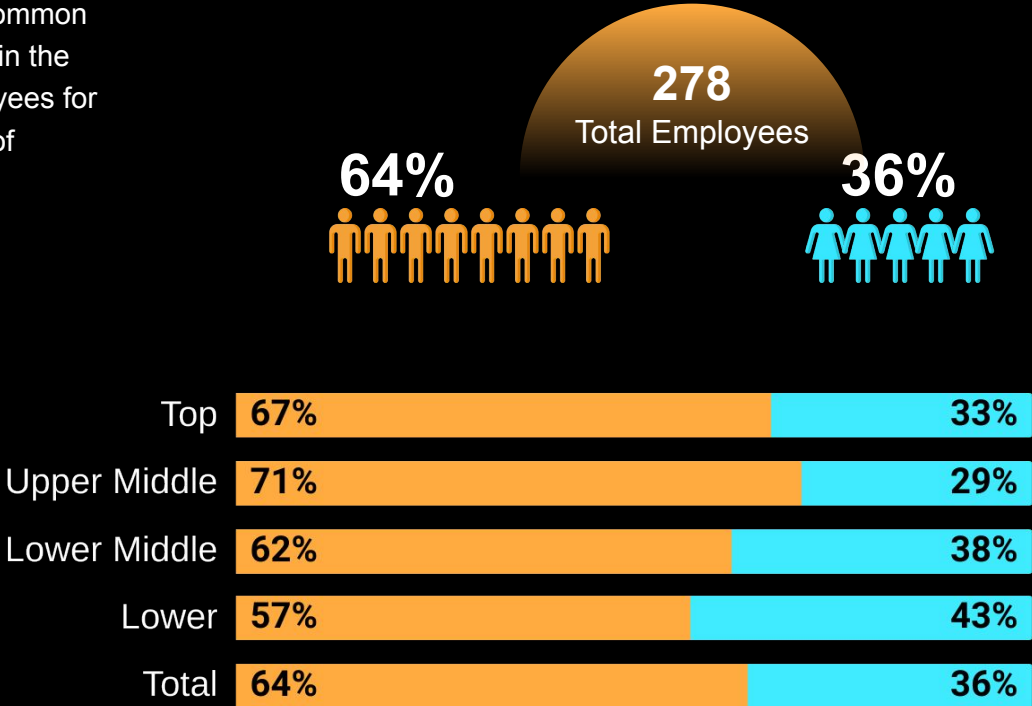
# SUMMARY OF RESULTS

Over half our workforce is male and this appears to be common across the pre-owned gaming industry and it is reflected in the Gender Pay Gap results. The total number of CeX employees for the gender pay reporting is 278 with a male/female split of 179(64%) and 99(36%).

This chart illustrates the gender distribution across four equally sized pay quartiles. Whilst this does show that we are largely represented by a male workforce, this is improving, as the products we trade continue to become more mainstream, this will have a positive impact on the number of female members of staff we employ.



PROPORTION (%) OF FEMALE AND MALE EMPLOYEES IN EACH QUARTILE PAY BAND



# BONUS

The Gender Pay Gap shows the difference between the mean (average) and median (mid-point) hourly earnings and bonus of male and female employees, expressed as a percentage of male employees' earnings.

All our employees are eligible to participate in bonus arrangements and we operate several bonus schemes which are designed to be relevant for the specific area of the business to which they relate. We are confident that men and women have an equal opportunity to participate in and earn a bonus here at CeX Ltd and we are proud that more than 70% of our male and female workforce earned a bonus in the reference period.

## PROPORTION (%) OF FEMALE AND MALE EMPLOYEES BONUS



## WOMENS HOURLY RATE IS LOWER BY

1.1%



MEAN

2.1%



MEDIAN

## WOMENS BONUS PAY IS LOWER BY

10.8%



MEAN

31.2%



MEDIAN

# OUR ACTIONS

To help us close our Gender Pay Gap and build a more inclusive environment for our employees, we are taking vital steps to improve our company culture and ensure everyone feels welcome. Here are a few steps we have taken.

## **External Partnership with Inclusive Companies:**

As a part of our development, CeX Ltd is proud to be in partnership with Inclusive Companies who offer support, guidance and direction with a wide range of resources.

## **Training Material:**

To help our leaders to better understand diversity and inclusion, we are working with our Learning & Development team to create training materials to educate our managers to effectively manage Diversity & Inclusion in the workplace.

## **Employee Assistance Programme (EAP):**

The mental health and wellbeing of our employees is very important to us, as a result, we put a lot of work in creating schemes to ensure our employees are happy, healthy and comfortable at work. Future activities include signing up with the 'Employee Assistance Programme', a confidential telephone counselling service that all employees continue to have access to to better support them.

# FUTURE GOALS

The challenges we face in addressing our Gender Pay Gap are consistent with other pre-owned gaming industries. Despite our modest number in female representation, we are proud of our global female representation in Accounts, Design & Build, IT, Senior Management, Store Management, the Warehouse, Commercial, Learning & Development and Marketing roles to name a few. We understand that we have a lot of work ahead of us and we continue to aim to attract more female representation to our company across all levels.

Our employees are integral to achieving our business objectives and we continue to aim to attract, retain and develop the best talent at every level throughout CeX Ltd. We are committed to creating an environment where all individuals feel welcomed, respected and supported. We aim to do this by providing open and transparent pay and reward structures, flexible working, providing training and development opportunities to all our staff members and by offering support for our employees wellbeing.

As a wider group, we are taking actions to review our culture and ensure everyone feels welcome. We know that this will take time, and we will focus our efforts to support an inclusive culture by appointing a 'Diversity and Inclusion' advisor. We will continue to maintain our partnership with Inclusive Companies to help us make more inclusive decisions. We are confident that, in doing so, it will help us educate and raise awareness of different backgrounds, share voices and stories and reduce our Gender Pay Gap.

## DECLARATION

I can confirm, on behalf of CeX Ltd, that the information provided in this report is accurate.

A handwritten signature in black ink, appearing to read 'Andrew Wood', with several long, sweeping strokes extending from the end of the signature.

**Andrew Wood**  
Director of Ireland for CeX Ltd.

