



Gender Pay Gap Reporting

Year Five - Ending April 2021



DX and the Gender Pay Gap

What is the Gender Pay Gap?

The Gender Pay Gap refers to a series of six pieces of information which must be calculated in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, to show the difference between the average pay of men and women. It can be influenced by a variety of factors including, most notably, the demographics of a company's workforce.

The Gender Pay Gap should **not be confused with Equal Pay**. Equal pay is about eradicating the unlawful practice of paying men and women differently for performing the same or similar work.

The DX Approach

At DX we believe that closing the Gender Pay Gap is the right thing to do and is good for business. A more diverse and inclusive workforce helps our business by bringing in new skills, creativity and innovation.

We continue to be committed to ensuring that male & female employees are treated equally and fairly within our business. Our Fifth report shows a continued downward trend in our mean and median results which we will continue to build on.

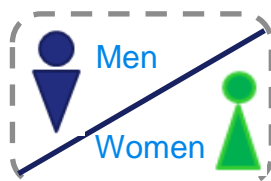
Jill Jenkins, Head of Personnel.

Gender Pay Gap Reporting Results

Background Information

The following figures relate to the pay period containing the 5th April 2021 or the 12 month period prior to the 5th April 2021.

The key for the illustrations across these slides is :



Mean Pay Gap

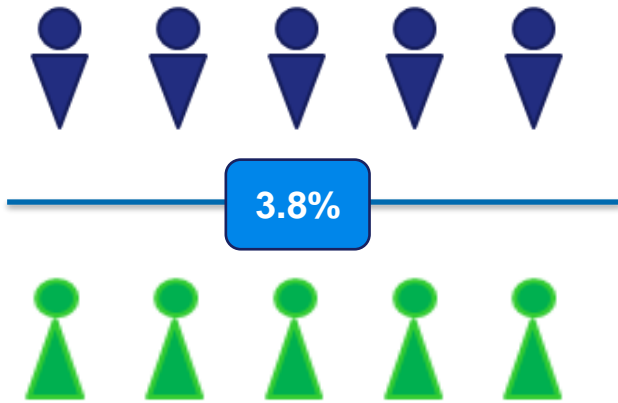
The mean pay gap is the difference in the average hourly pay for a women compared to the average hourly pay for a man.

The mean pay gap for DX Network Services is 1.6%.

In comparison, across the UK women earn on average 15.4% less than men.



Gender Pay Gap Results



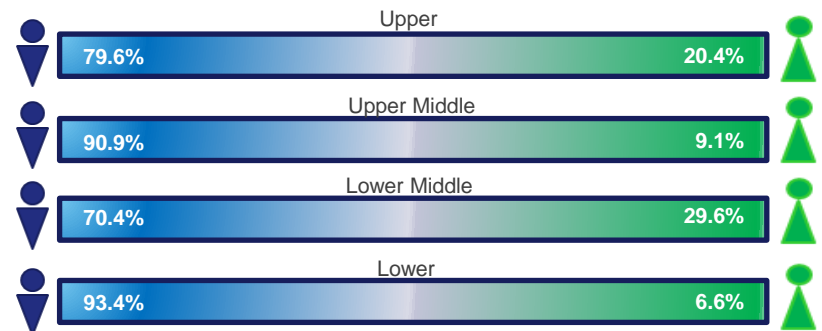
Median Pay Gap

The median represents the middle point of a population. The median pay gap is the difference between the median point pay rate of men and women in the organisation.

The median pay gap for DX Network Services is 3.8%.

Population by Pay Quartile

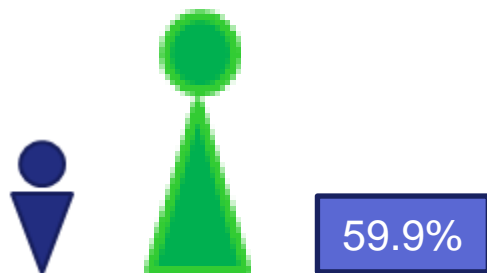
Quartiles represent the pay rates from the lowest to the highest for our employees split into four equal sized groups. The percentage of men and women in each of the four groups is identified and shown.



Gender Pay Gap Results

Mean Bonus Pay Gap

The mean bonus pay is 59.9% higher for women.

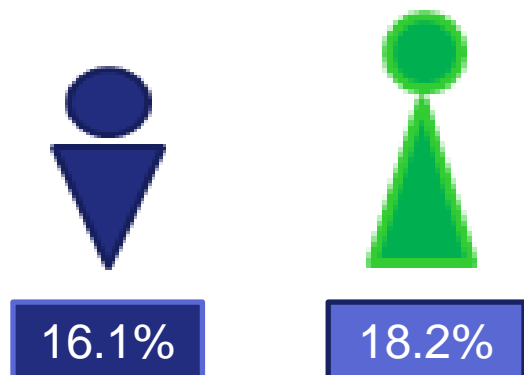


Median Bonus Pay Gap

The median bonus pay is 14.3% higher for men than women.



Proportion of Men and Women Paid a Bonus



Overall proportionally more women than men are eligible for sales commission. This is paid at a higher rate than other bonus payments. However we are pleased to see the mean GPG is now down to 1.6% from 8.1% in the previous year.

DX Personnel Reporting Team

Gender Pay Gap Actions

Established Ways of Working:

- Providing training to educate recruiters on unconscious bias
- Delivering an inclusive and diverse talent pipeline
- Focusing on gender balanced succession planning
- Monitoring and driving gender balance progress across all areas of the business



Year Five Results :

- Our fifth report shows a continuing downward trend for our mean results and the percentage of women receiving a bonus remains higher.
- Although these reports show a positive trend towards gender equality pay, logistics & distribution continues to be a male dominated sector.