



# Gender Pay Gap Reporting

Year Six - Ending April 2022



# 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 in closing the Gender Pay Gap. 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 Sixth report demonstrates our innovative approach to driver retention and remuneration to support business growth.

**Jill Jenkins, Head of Personnel.**

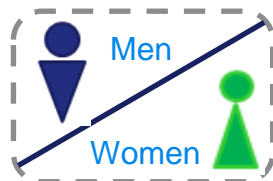
# Gender Pay Gap Reporting Results

## Background Information

The following figures relate to the pay period containing the 5<sup>th</sup> April 2022 or the 12 month period prior to the 5<sup>th</sup> April 2022.

It is important to note that due to the nature of our business we have a high proportion of Male workers, the figures are 83% male and 17% female.

The key for the illustrations across these slides is :



## Mean Pay Gap

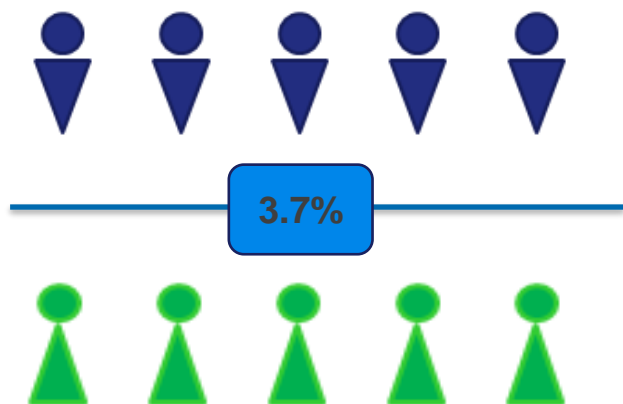
The mean pay gap is the difference in the average hourly pay for a women compared to the average hourly pay for a man.

The mean pay gap for DX Network Services is 6.9%. This is due to the larger population of males in our business.

In comparison, across the UK women earn on average 14.9% less than men.



# Gender Pay Gap Results



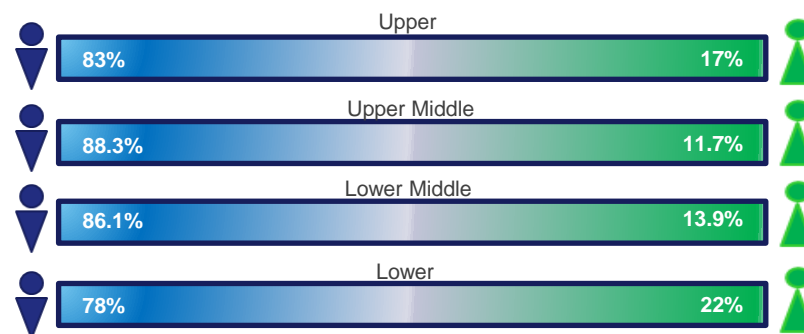
## Median Pay Gap

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 3.7% which is a slight improvement on last year.

## Population by Pay Quartile

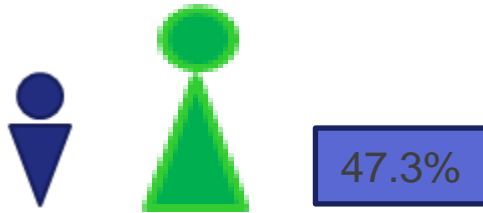
Quartiles represent the pay rates from the lowest to the highest for our employees split into four equal sized groups. The percentage of men and women in each of the four groups is identified and shown.



# Gender Pay Gap Results

## Mean Bonus Pay Gap

The mean bonus pay is 47.3% higher for women.

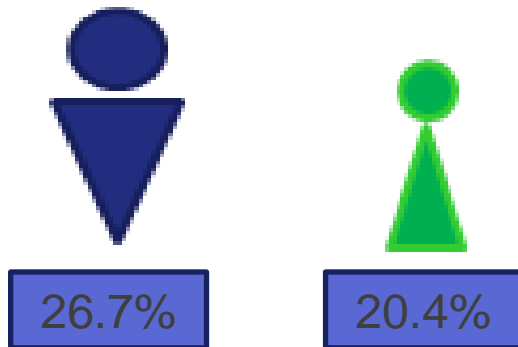


## Median Bonus Pay Gap

The median bonus pay is 72.2% higher for men than women.



## Proportion of Men and Women Paid a Bonus



We have a high proportion of drivers in our company, under 2% of our drivers are women. Due to driver shortages and rate increases we have increased the base salary and introduced drivers bonuses to retain our drivers. This explains why our bonuses are paid to more men than women. Overall proportionally more women than men are eligible for sales commission. This is paid at a higher rate than other bonus payments.

DX Personnel Reporting Team

# Gender Pay Gap Actions

## Established Ways of Working:

- We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent roles.
- Regular reviews of our policy on bonus payments
- Ensuring merit alone determines who our future leaders are



## Year Six Results :

- Our sixth report shows a continuing downward trend for our mean results and the percentage of women receiving a bonus remains higher.
- Our data shows that as a company we are below ONS data. Whilst this is positive we will continue to strive to decrease the gaps.