



# Gender Pay Gap Reporting

## Year Eight - Ending April 2024





# Understanding the numbers

## Pay Gap vs Equal Pay

There can be confusion about the difference between the gender pay gap and equal pay, but they are not the same thing: Equal pay looks at the pay difference between men and women doing the same role. The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or how senior they might be.

## The calculations

When we calculate our gender pay gap, we are legally required to do more than just add up the basic salaries and provide two different measures. The calculations include basic pay, performance related pay and allowances. It can be influenced by a variety of factors including, most notably, the demographics of a company's workforce.

In April 2024 we changed the hourly contracts of our drivers and night workers from 48 hours to 45 hours a week, with no reduction in salary. As part of the calculation basis, we must exclude employees that have received a contractual change. This means that approximately a third of our employees have been excluded from this year's calculations, the majority of which are male, which has skewed our figures for the current year and will of course have an impact on next year's figures too.

**Jill Jenkins, Personnel Director.**

## 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.



## Background Information

The following figures relate to the pay period containing the 5th of April 2024 or the 12-month period prior to the 5th April 2024. It is important to note that due to the nature of our business we have a high proportion of Male workers, the figures are 84% Male and 16% Female.

The key for the illustrations across these slides is:



## The figures

Overall Gender Pay Gap		2023	2024
	Mean Pay Gap	3%	8.58% <i>-4.54%*</i>
Median Pay Gap	1.2%	2.97% <i>0.09%*</i>	

*\*Shows a snapshot at February 2024 value prior to the contractual changes.*

## Mean Pay Gap

The mean pay gap is the difference in average hourly pay for women compared to the average hourly pay for men. The mean pay gap for DX Network Services is 8.58%. This figure would be reversed (-4.54%) if we used the figures in February 2024.





## 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 2.97%.



## Population by Pay Quartile

Overall Pay Quartiles		2023		2024	
		Male	Female	Male	Female
	Upper	80.3%	19.7%	77.89%	22.11%
	Upper Middle	87.8%	12.2%	86.47%	13.53%
	Lower Middle	80.8%	19.2%	70.8%	29.2%
	Lower	81.1%	18.9%	66.86%	33.14%



## Bonus Payments

Bonus eligible		2023	2024
	Male	42.3%	46.38%
	Female	24.2%	24.53%

The Mean Bonus pay gap for women in 2023 was 61.7% and in 2024 is 4.11%

The Median Bonus pay gap for women in 2023 was 32.7% and in 2024 is 14.77%.

“We continue to be committed to ensuring that all employees regardless of gender are treated equally and fairly within our business.”

Our figures in relation to bonus payments have been affected by several different factors over the previous 3 years. These include:

- Business turnaround bonus
- Bonuses paid following the sale of the business
- Introduction of an attendance bonus for a large proportion of our work force.

**Jill Jenkins, Personnel Director.**



## Understanding the Results

We are confident that our gender pay gap is not because we pay men and women differently, and this can be seen in the snapshot values given for February 2024.

The continued growth of the attendance bonus across the business for driver and warehouse roles has meant that as those roles are predominantly fulfilled by males the bonus payments to males is higher.

We are very aware that the actual figures within this report are not a true reflection of our business currently, which is why we have provided additional information from February 2024.

As an employer we continue to promote from within where possible, ensuring the best candidate is given the role, regardless of gender. We firmly believe that we are committed to diversity and inclusion across all our business areas.

