



# Gender Pay Gap Reporting

Year Four - Ending April 2020



# 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 (Specific Duties and Public Authorities) 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.

In 2020 the requirement to produce a report covering the 2018-2019 Tax Year was waived due to the Covid-19 crisis therefore there is no *Report Three* from DX.

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.

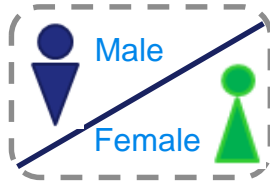
We continue to be committed to nurturing gender diversity at DX as we know this is the best way to have the right mix of talent required to drive our business forward. Our fourth report shows a continued downward trend in our mean and median results which we will build on over the coming year through maintaining momentum on existing initiatives and introducing new innovative approaches.

# Gender Pay Gap Reporting Results

## Background Information

The following figures relate to the pay period containing the 5<sup>th</sup> April 2020 or the 12 month period prior to the 5<sup>th</sup> April 2020.

The key for the illustrations across these slides is :



## Mean Pay Gap

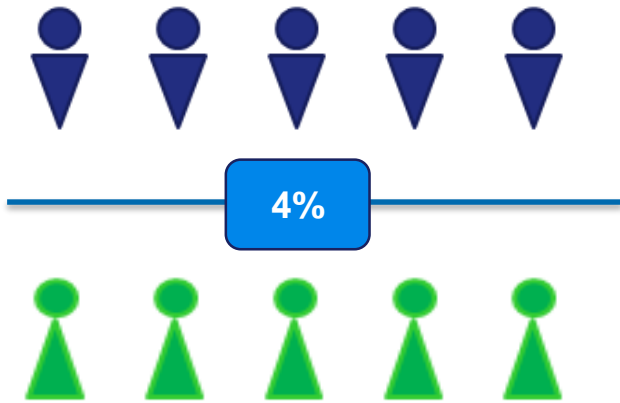
The mean pay gap is the difference in the average hourly pay for a woman compared to the average hourly pay for a man.

The mean pay gap for DX Network Services is 8.1%.

In comparison, across the UK women earn on average 18% less than men.



# Gender Pay Gap Results



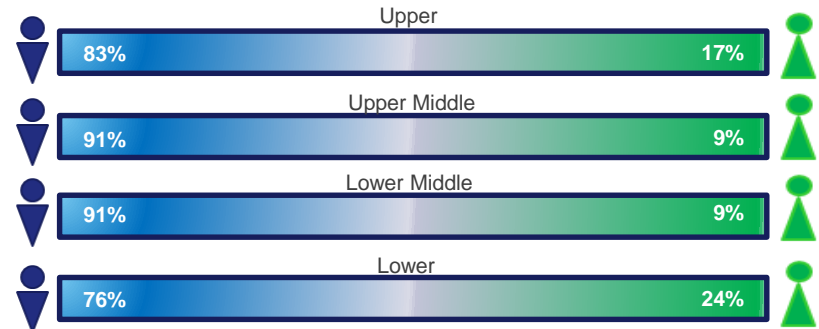
## Median Pay Gap

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 4%.

## Population by Pay Quartile

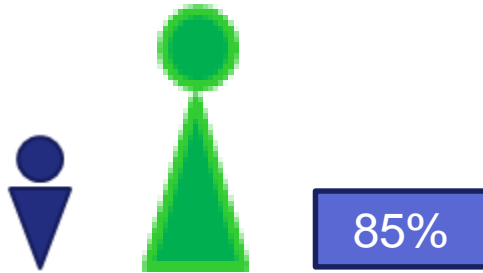
Quartiles represent the pay rates from the lowest to the highest for our employees split into four equal sized groups. The percentage of men and women in each of the four groups is identified and shown.



# Gender Pay Gap Results

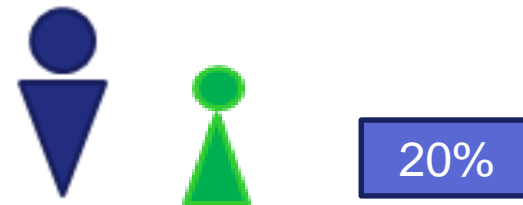
## Mean Bonus Pay Gap

The mean bonus pay is 85% higher for women.

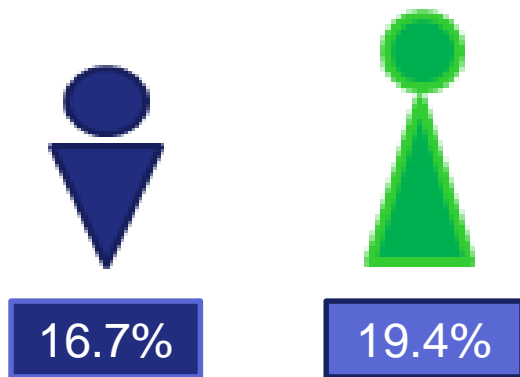


## Median Bonus Pay Gap

The median bonus pay is 20% higher for men than women.



## Proportion of Men and Women Paid a Bonus



For the year ending April 6<sup>th</sup> 2020 DX made a limited Corporate Management Bonus payment for the first time since the reporting commenced. We believe that the addition of the management bonus payments has moved our median bonus gap away from its previous neutral position. Overall more women who are eligible for a bonus continue to receive one, and what they receive is at a higher value than their male counterparts.

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 Four Results & Ongoing Key Initiatives:

- Our fourth report shows a continuing downward trend for our mean results and the percentage of women receiving a bonus remains higher.
- We will continue expanding our programme to encourage more women into the male dominated area of CPC qualified driving as well as using gender corrective language technology in the creation of new job descriptions and advertisements