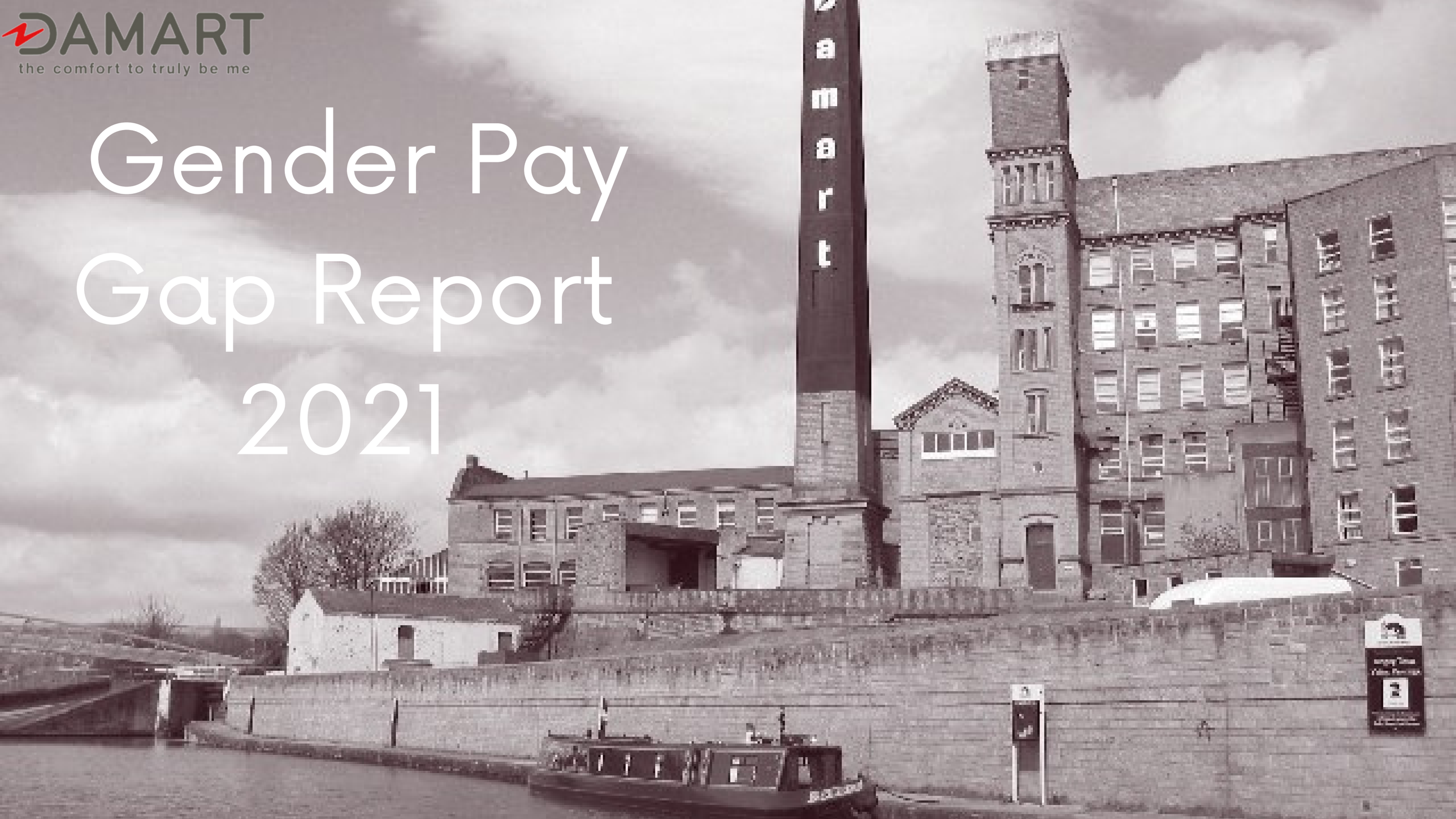
DAMART
the comfort to truly be me

Gender Pay Gap Report 2021



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Message from our Managing Director

Fiona Mannion

We believe that our people are essential to achieving our business objectives and we aim to attract, retain and develop the very best talent throughout Damartex. Because we are so passionate about our people, having the very best people for the job is our number one priority. That is why we pay the same standard hourly rate for colleagues in the same role, regardless of their age, gender or frankly anything else other than their excellence!

On looking at our levels of pay, our Gender Pay Statistics show a Median Gender Pay gap of 0%, and a Mean Gender Pay Gap of 10.83%. Whilst we saw a small annual increase, on the previous year, we continue to be encouraged by our results, not least because they compare very favourably when viewed against the national average of 12.1% and 11.6% respectively. We are nearly 50/50 with Males & females in the top 5%, 10% & 15%, encouraging ongoing personal development.

Despite these statistics we have never been a business to be complacent and recognise that there's more we can do. We know that we have more work to do in order to reduce the Mean Gender Pay gap, particularly within the upper quartile.

Whilst we look forward to the future on what we can do, I believe it's important to review what we have done, in the last year, to ensure that we are truly inclusive as an employer. There have been so many exciting changes and programs that it's genuinely hard to know where to begin.

A significant area, at a time where many retail companies were focusing on driving down costs and reducing headcount, due to the effects of the national pandemic, we continued to invest time, money and resource in the development and welfare of our people. A few examples of our people initiatives over the last year include;

- Above National Living Wage increase
- More flexible and hybrid working
- Increase in bonus amount throughout the business,
- Group led attitudes embedded within the UK business
- Above national Apprenticeship rate

Understanding the Gender Pay Gap

Part 1:

Equal Pay

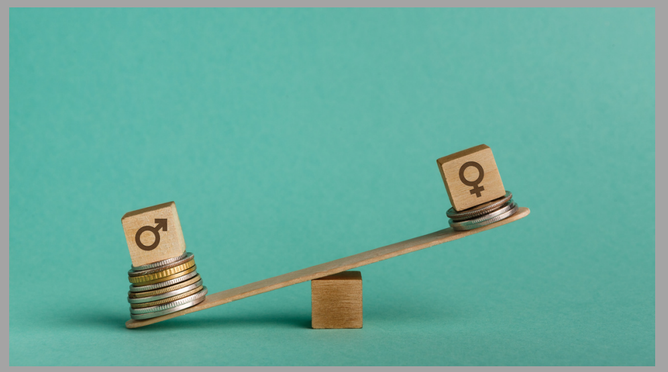
Men and Women are paid the same for the same work

Equal pay means that men and women who are in the same employment, and perform equal work, must receive equal pay. This is set out in the Equality Act 2010 and we are committed to being an Equal Pay employer.

Vs

Gender Pay

The difference between the gross hourly earnings for both men and women



The Gender Pay gap is a measure of the difference between male and female earnings across an organisation expressed as a percentage of male earnings'. The purpose of creating the report gives companies, and employees, transparency on what and why there may be differences in earnings by gender. One of the main reasons for there being a Gender Pay gap is that, in many companies, there are generally more men in senior positions.

HOW ARE THE MEDIAN AND MEAN PAY AND BONUS GAPS CALCULATED?

The mean pay gap is a comparison of the average pay for a woman with the average pay for a man.
The median pay gap is a comparison of the hourly rate of pay for the woman in the middle of the line if all our female employees stood next to each other in order of lowest hourly rate of pay to highest, with the hourly rate of pay for the man in the middle of the line if all our male employees did the same.
Mean and median calculations are also carried out when comparing bonus pay over a twelve month period. The proportion of men and women awarded any bonus pay over that period is reported.

HOW ARE THE PAY QUARTILES CALCULATED?

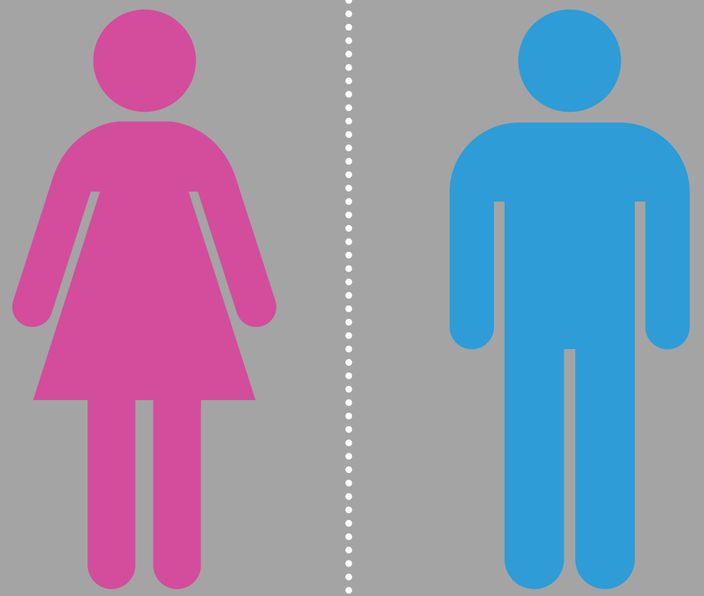
We also report the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before allocating that list into four equal sized groups of men and women and calculating the percentage of men and women in each of these groups.
The median and mean pay gap and quartile pay bandings are based on data from April 2021 only.

Part 2:

Our Gender Pay Statistics

Our Figures

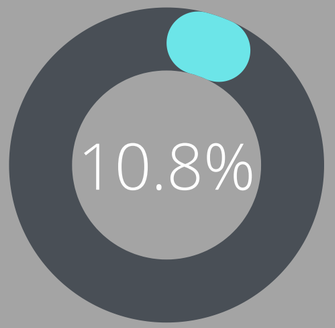
490 colleagues were eligible for inclusion in the calculation



66.9% 33.1%

The **MEAN**

pay gap was 10.83%

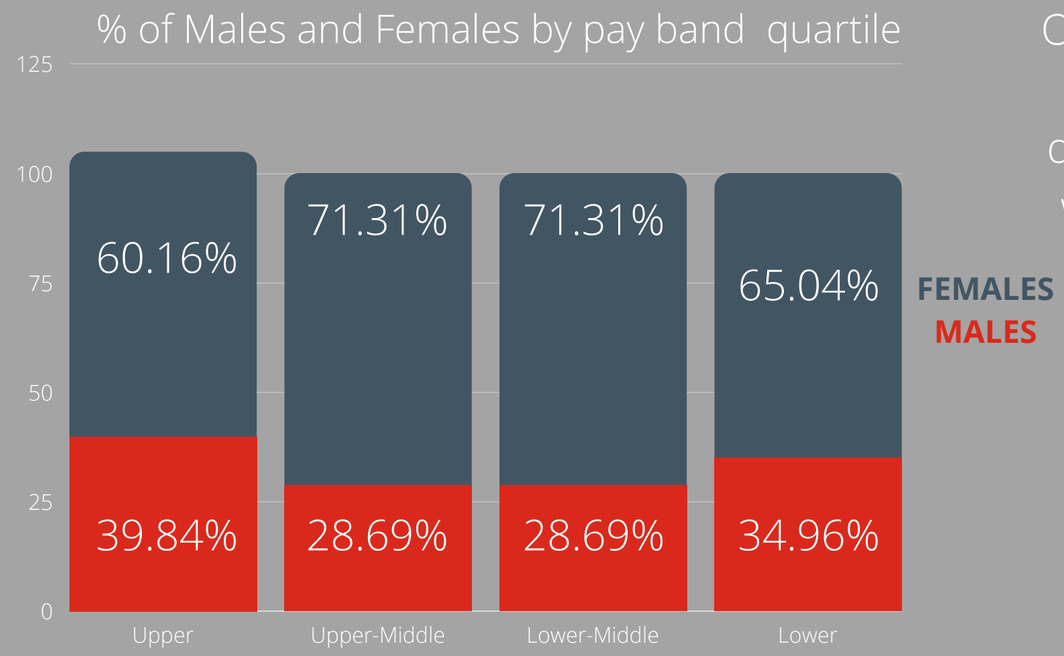


The **MEDIAN**

pay gap was **0%**

For every £1.00 males were paid, women were paid £1.00

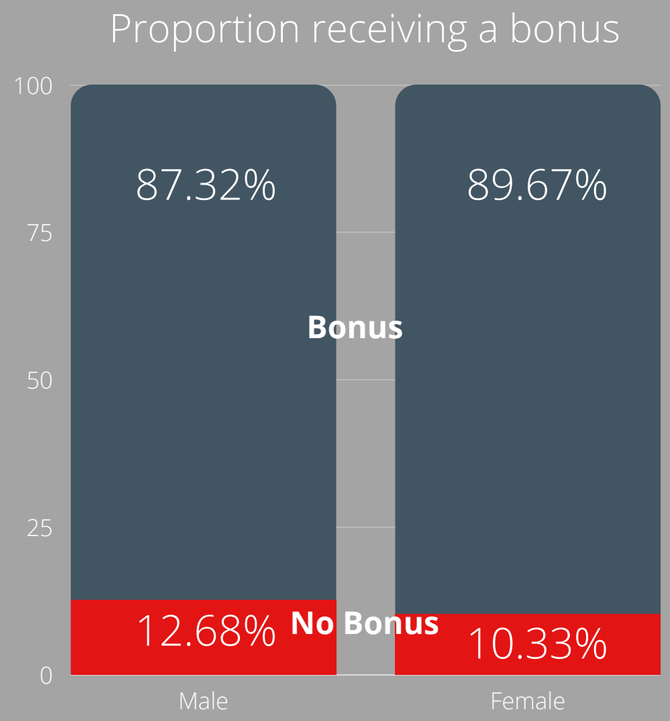
Our Figures



Over 66.9% of our colleagues were females across the business. Looking just at this group of colleagues in the mean upper quartile 60.16% were females and the gender pay gap is £10.64, whilst an increase on 2020 figures, a like for like comparison to 2019 (without furlough), we see a reduction of £1.50 per hour.

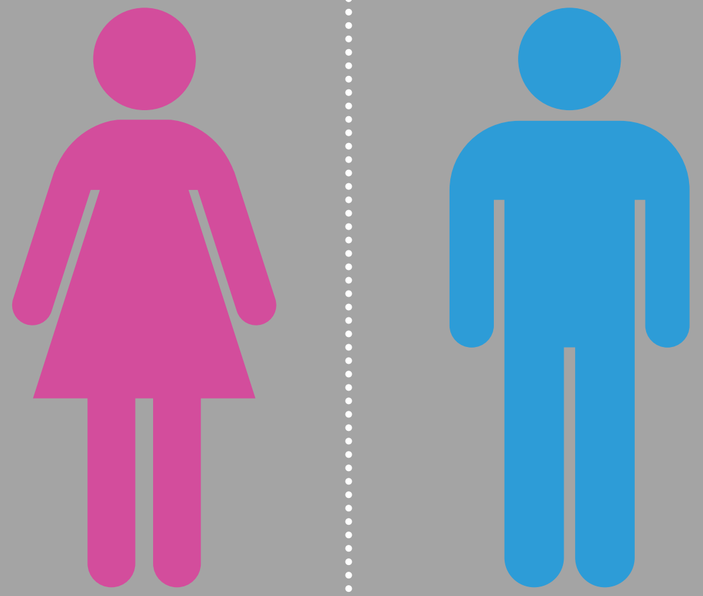
All employees are eligible to participate in bonus arrangements and we operate several bonus schemes which are designed to be relevant for the specific area of the business to which they relate. Percentage of males who received a bonus 87.32%.

Percentage of females who received a bonus 89.67%. We are confident that males and females have an equal opportunity to participate in and earn a bonus.

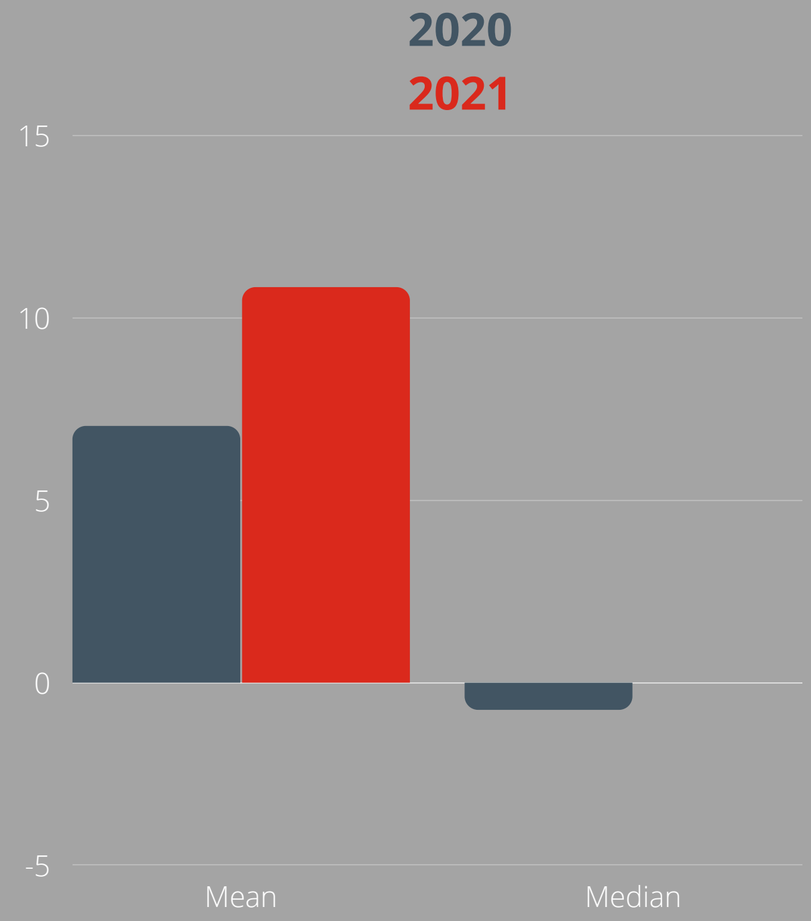


Our Figures - 2020 comparison

in 2020, 307 colleagues were eligible for inclusion in the calculation



65.47% 34.53%



Figures have been impacted due to furlough and the ratio of Men and Women within the business

Part 3:

Our Commitment

Summary

The Gender Pay Gap Figures Narrative

We have found no inconsistencies with the pay for males and females doing equivalent jobs across our business and we are confident that the males and females who work for us are being paid equally for equivalent jobs.

We continue to challenge ourselves and regularly ask, “What more can be done, or what can we do better, to make Damart an employer of choice.”

To summarise, whilst there is a lot for us to be pleased about, we can of course always do better. Therefore, it absolutely remains important to us, and the entire Damartex Leadership Team that we continue to create a fair and inclusive workplace where everyone can truly have the comfort to be the best version of themselves.

Summary cont.

The details behind our gender pay figures:

- As with many retail organisations, when we looked across the Damart workforce our gender pay gap is strongly influenced by the fact that such a high percentage of our colleagues in Operations were females and therefore overall, we had a significantly larger proportion of females than males in our lower paid roles.

- If we calculate the mean hourly pay gap in the lower and the upper middle quartiles' females were paid on average 1.04% and 0.11% respectively more than their male colleagues.

- 36.7% of male colleagues compared to 63.3% of female colleagues worked in our head office. Head office pay rates are typically higher than Operations due to the more technical nature of the roles. The majority of our head office colleagues' fall within the upper quartile.

- We continued to have a good female representation in our most senior roles and on our Leadership the split is 50% female and 50% male

Our Aim

Due to the impact of Covid-19, we are continuing our focus on four key areas to help us improve our Gender Pay Gap:

- Building and delivering an Equality, Diversity, and Inclusion (EDI) strategy to create a culture that embraces opportunities at all levels and abilities across the business regardless of gender.
- Introduction of EDI training and awareness across the business.

- Regular meetings with the Board and Leadership teams to inform relevant action and to clearly benchmark our progress in addressing any issues.

- Continuously evolving our policies on flexible working and maternity and parental leave for colleagues at all levels and the introduction of new policies on equality and inclusion supporting flexible leave and paid leave. This may be driven by the Employment Bill, yet to be published.

- Create more opportunities for females to work in technical / skilled roles in the operational areas; machine technicians, engineers and Fork Lift Truck drivers.