



DAMART GENDER PAY GAP & ETHNICITY REPORT 2023

THE MEANING OF THE G A P AND CALCULATIONS

Since 2017, regulations require public, private, and voluntary sector organisations with 250 or more employees, as at a specified 'snapshot date' relevant to their sector, to annually report their Gender Pay Gap statistics.

What is the Gender Pay Gap?

The gender pay gap is the difference between the hourly pay rate for all male colleagues compared to female colleagues. A positive gap indicates men are paid more on average than women, while a negative gap means women are paid more than men on average.

Measuring The Gap?

Median (Middle) - This is a comparison between the female and male colleagues positioned in the middle of their line.

The easiest way to picture this is to imagine all our female colleagues stood next to each other in order of lowest hourly rate of pay to highest, and the same for our male colleagues. The median is the middle value for each gender.

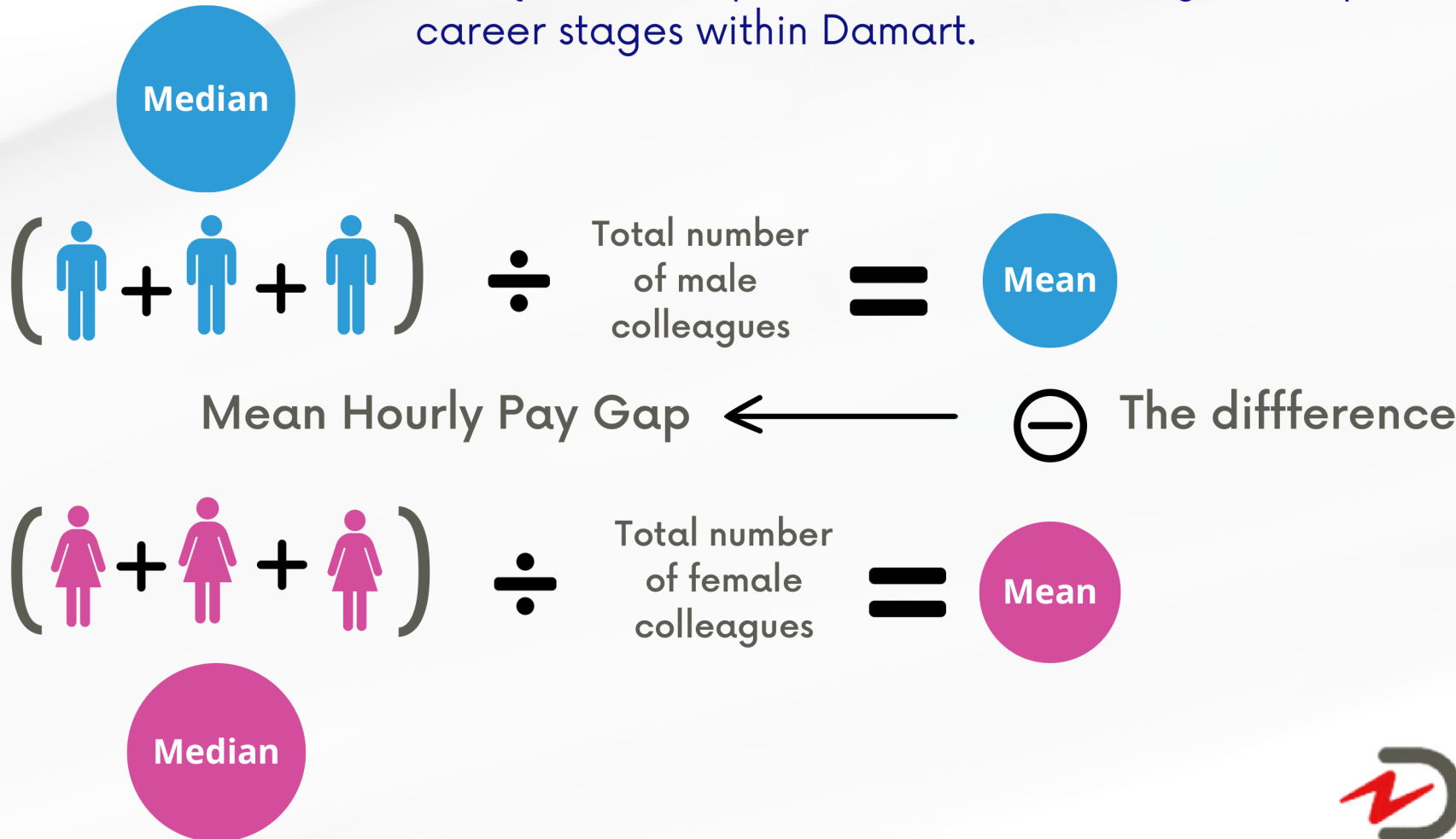
Mean (Average) - This is calculated by adding all the hourly rates of pay for both female and male colleagues, then divide them by the number of female and male colleagues to get the average.

Bonus Gap

The bonus gap shows the proportion of male and female colleagues who received a bonus over a 12 month period. This report reflects the period from the 6th April 2022 - 5th April 2023.

Quartiles

The quartiles help us to understand the gender split across various career stages within Damart.



INTRODUCTION FROM FIONA MANNION, MANAGING DIRECTOR

At Damart, we are passionate about our people.

As we shared in last year's report, we firmly believe that our colleagues are essential to achieving our business objectives and we strive to attract, retain and develop the very best talent.

Change has become the norm and our business is no different with the constant challenges we find ourselves facing. Our commitment to diversity and inclusivity is a necessity to ensure we are fit and ready to meet these challenges head on as we endeavour to mirror the diverse communities we serve.

Our goal remains to foster an environment that allows our colleagues to be their authentic selves, so that they can reach their full potential and provide an exceptional service to our customers.

I'm pleased to be able to confirm again that we maintain our pledge to pay all colleagues in the same role the same hourly rate, regardless of their age or gender.

Last year was the first time we published the Comfort To Truly Be You Report, which combined gender, ethnicity and age and I'm pleased to be able to share our progress in this year's report.

This year, we have focused on Damart UK's gender and ethnicity, based on April 2023 data.

As with our previous reports, our objectives remain to be transparent in sharing our data; our progress and initiatives; what is working well and where we have opportunities to improve; be open to constructive feedback; learn from others and adapt our approach.

Best Wishes,

Fiona

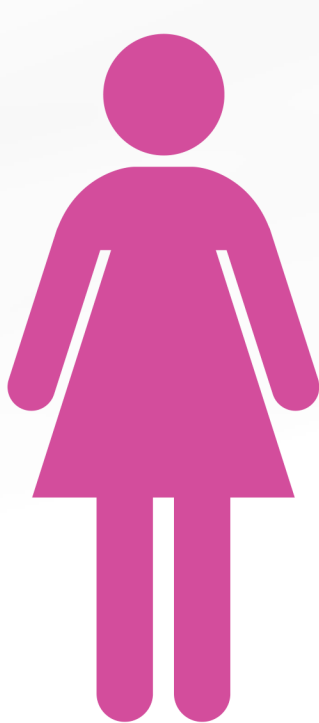


OUR GENDER PAY GAP RESULTS

419 colleagues were eligible for inclusion in the calculation for our gender pay gap reporting M: 139 F: 280

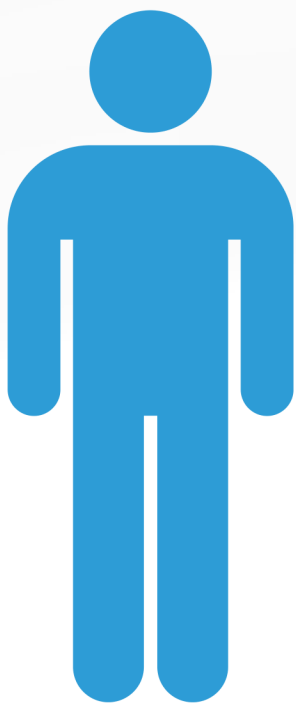
Who is an eligible colleague?

A colleague who has received their usual full pay for the month of April 2023.



66.8%

The proportion of males and females included in the eligible calculation



33.2%

GENDER PAY GAP	
Mean	Median
14%	2.4%

Our Mean gender pay gap is **14%**.

This means for every £1.00 male colleagues were paid, female colleagues were paid £0.86.

This is despite a 6p increase compared to the previous year.

It is important to acknowledge that last year's calculation included 59 additional individuals as part of the eligible calculation.

Our Median gender pay gap is **2.4%**.

This means for every £1.00 male colleagues were paid, female colleagues were paid £0.98.

This is a 4p increase from last year.



OUR BONUS PAY GAP RESULTS

All colleagues are entitled to a discretionary bonus subject to the eligible criteria.
The bonus gap shows the proportion of male and female colleagues who received a bonus over a 12 month period.
This report reflects the period up to 5th April 2023.

BONUS PAY GAP	
Mean	Median
0.5%	-25%

We provide bonus schemes to all colleagues, irrespective of their gender, and tailor them to fit the specific areas of our business.

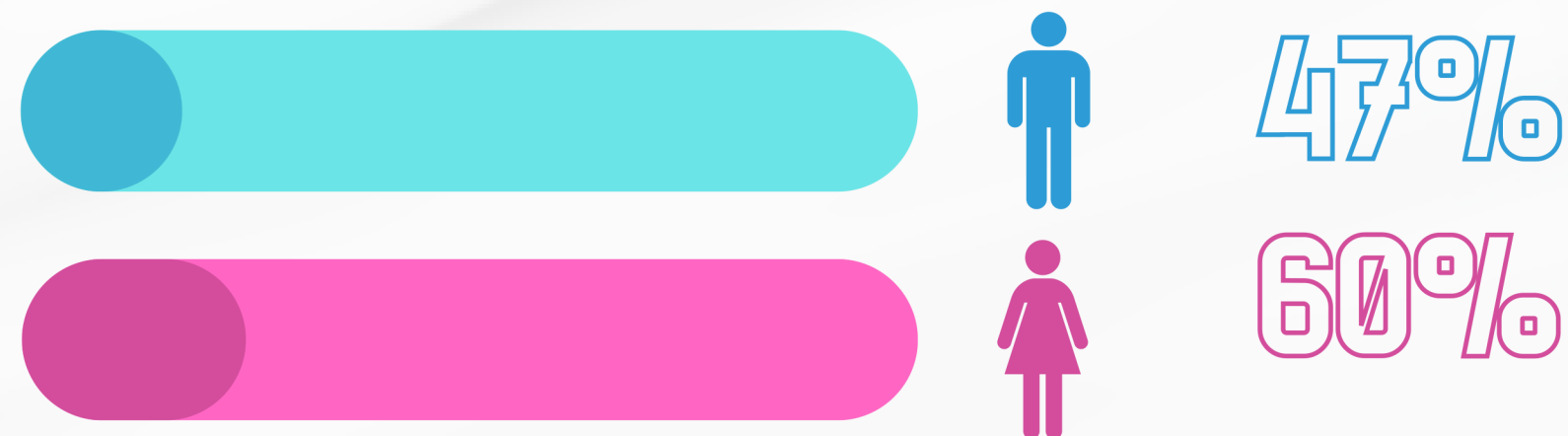
The percentage of male colleagues who received a bonus was 47%, while the percentage of female colleagues was 60%.

We are confident that all our colleagues have an equal opportunity to take part in and earn a bonus.

Our mean bonus pay gap is 0.5%. This means that the average bonus rate for eligible males is 0.5% higher than for females.

Our Median bonus pay gap is -25%. This means the middle female earns 25% more than the middle male. Due to the proportion of females within the business.

Proportion of people receiving a bonus



OUR RESULTS CONTINUED

Within the eligible calculation criteria, female colleagues constitute 66.8% of the total,
with 69.5% holding positions in the Upper Middle Quartile.

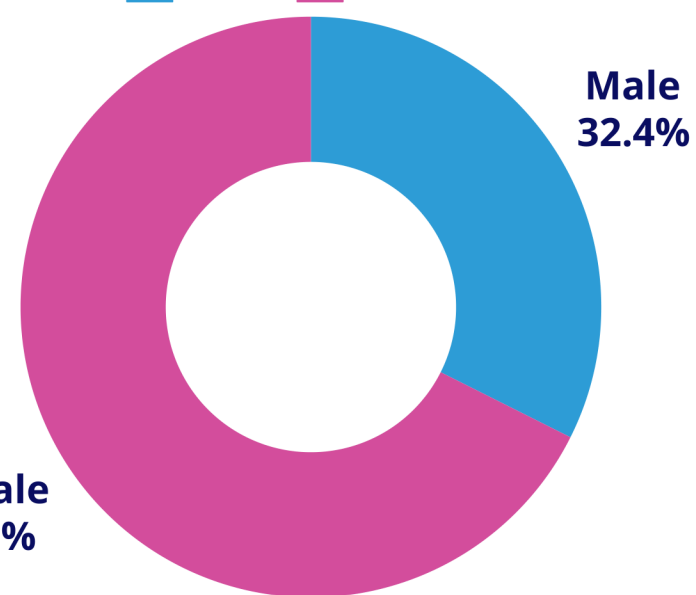
Our Managing Director is female, and we actively seek to promote the right people for leadership roles,
regardless of their gender.

with 57.1% of Leadership positions held by females within the Upper Quartile.

Pay Quartiles

M: 34 F: 71

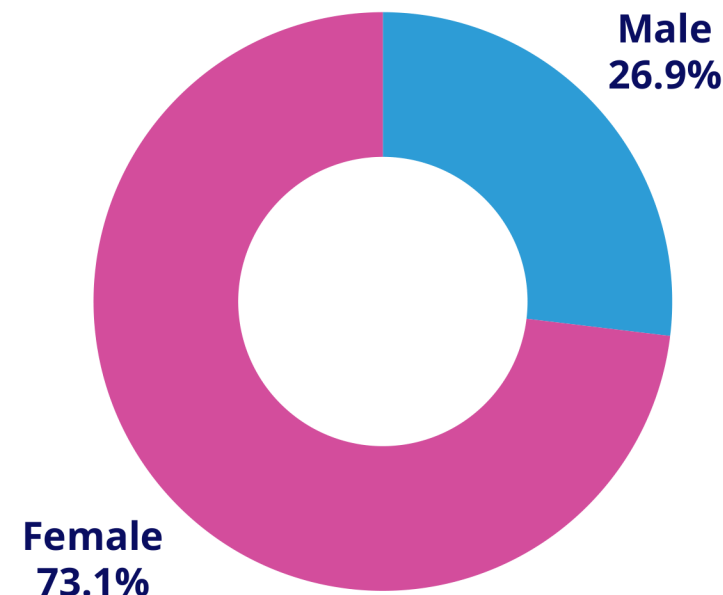
Male Female



Lower Quartile

M: 28 F: 76

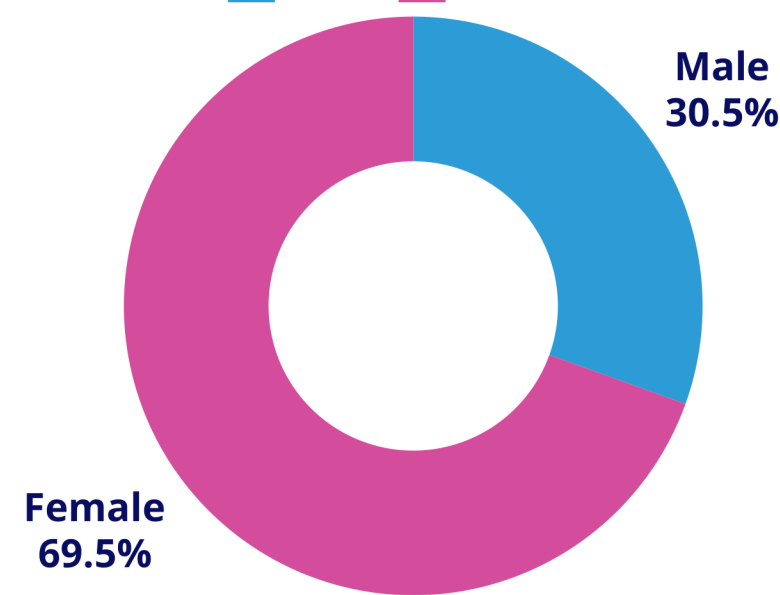
Male Female



Lower Middle Quartile

M: 32 F: 73

Male Female



Upper Middle Quartile

M: 45 F: 60

Male Female



Upper Quartile

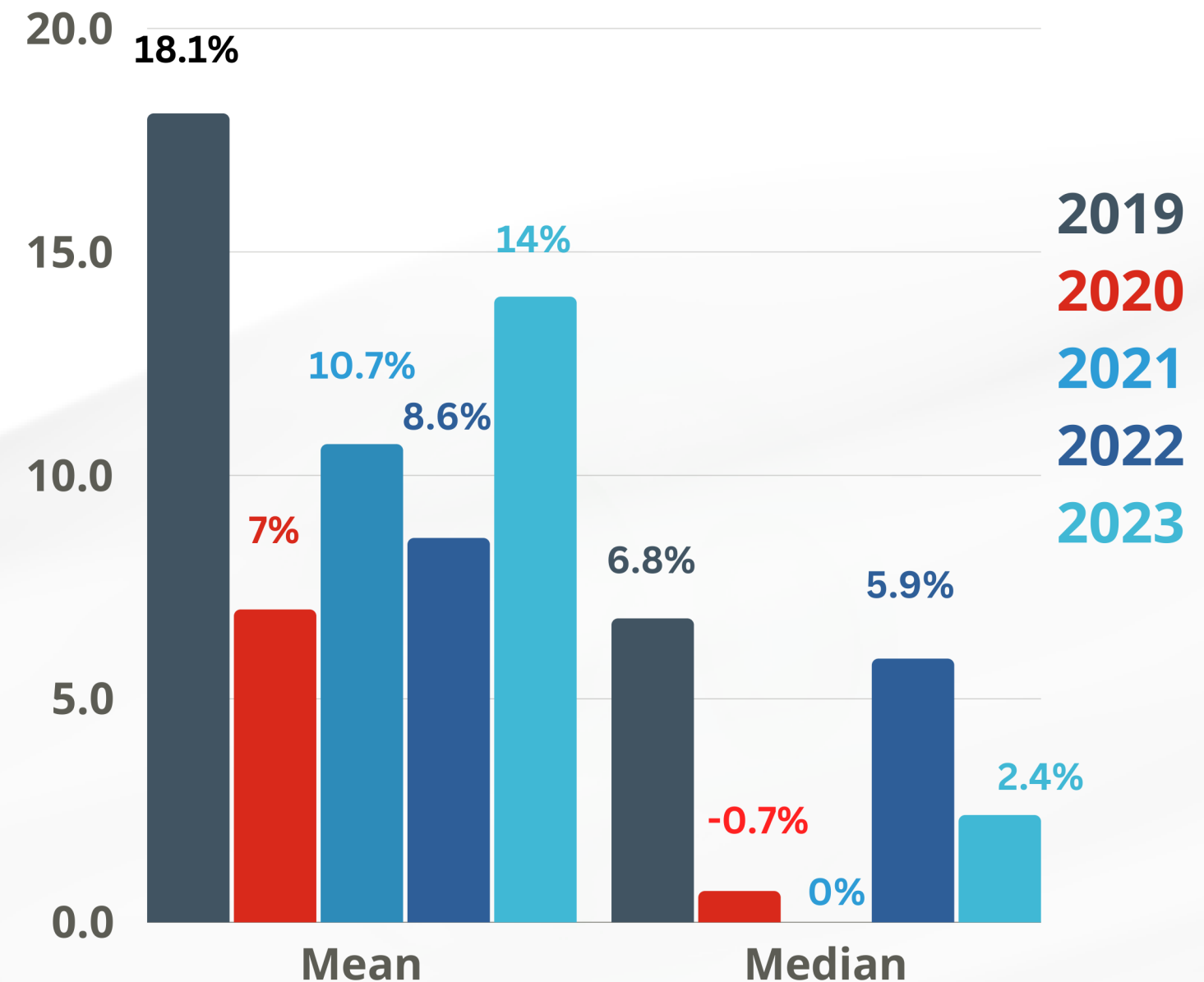


A YEAR ON YEAR COMPARISON

Our mean gender pay gap is 14%, meaning that the average hourly rate for men is 14% higher than for women. This shows an increase from 8.6% in 2022, both driven by the composition of our workforce. This gap is slightly lower than the mean average of 14.3%, calculated by the Office for National Statistics.

In April 2022, our median pay gap was 5.9% which has decreased by 3.5% to 2.4% in April 2023. This means the middle male earns 2.4% more than the middle female.

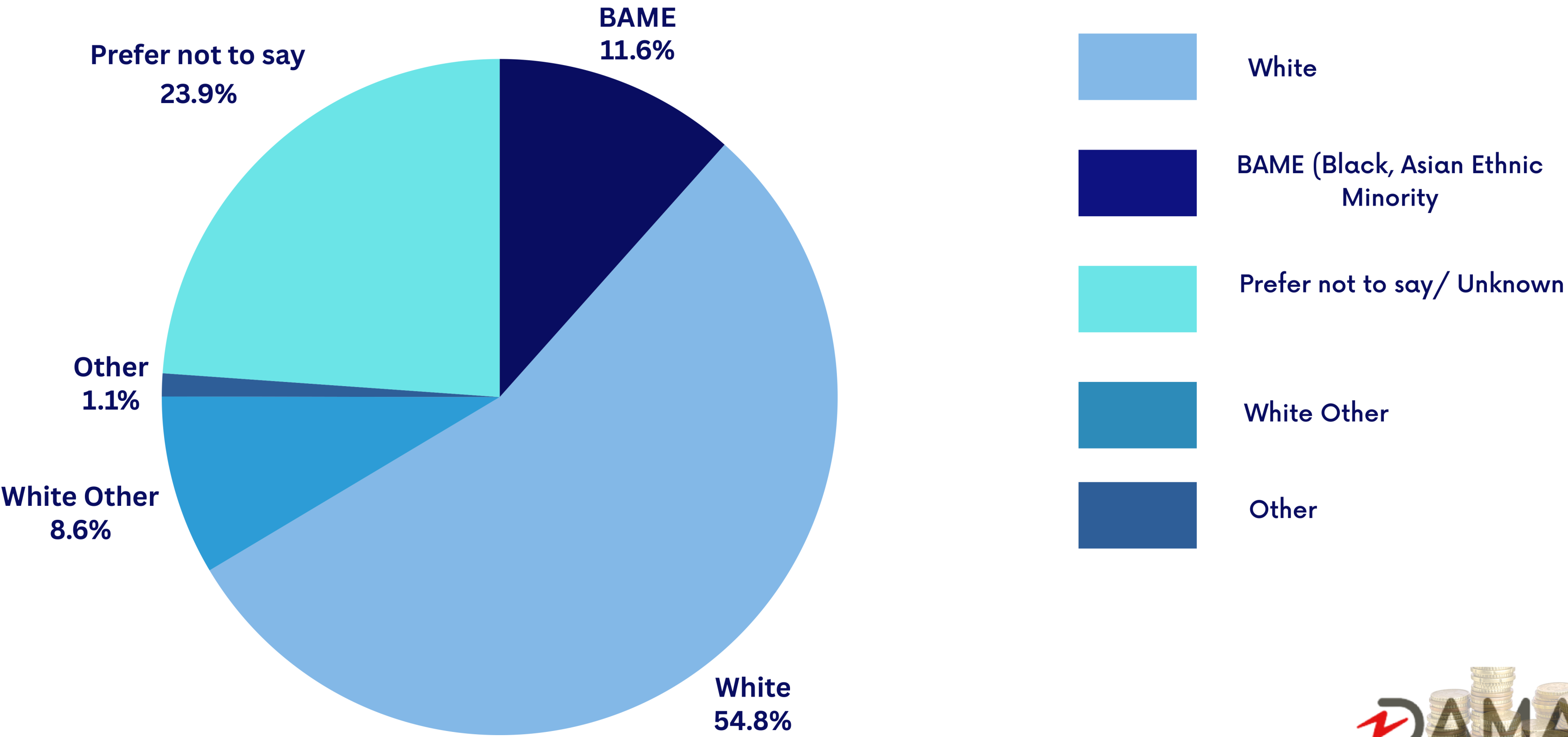
Damart is committed to closing the gap. Our figures have been impacted year on year, due to the number of eligible colleagues in the calculation and the ratio of males and females within the business. In April 2022, 478 colleagues were factored into the calculation compared to 419 in April 2023, representing a reduction of 59 people.



This demonstrates the variable nature of our criteria each year, influenced by changes in the number of eligible colleagues included in the calculation.

OUR ETHNICITY SPLIT

At the time of reporting 570 colleagues were included in this breakdown.

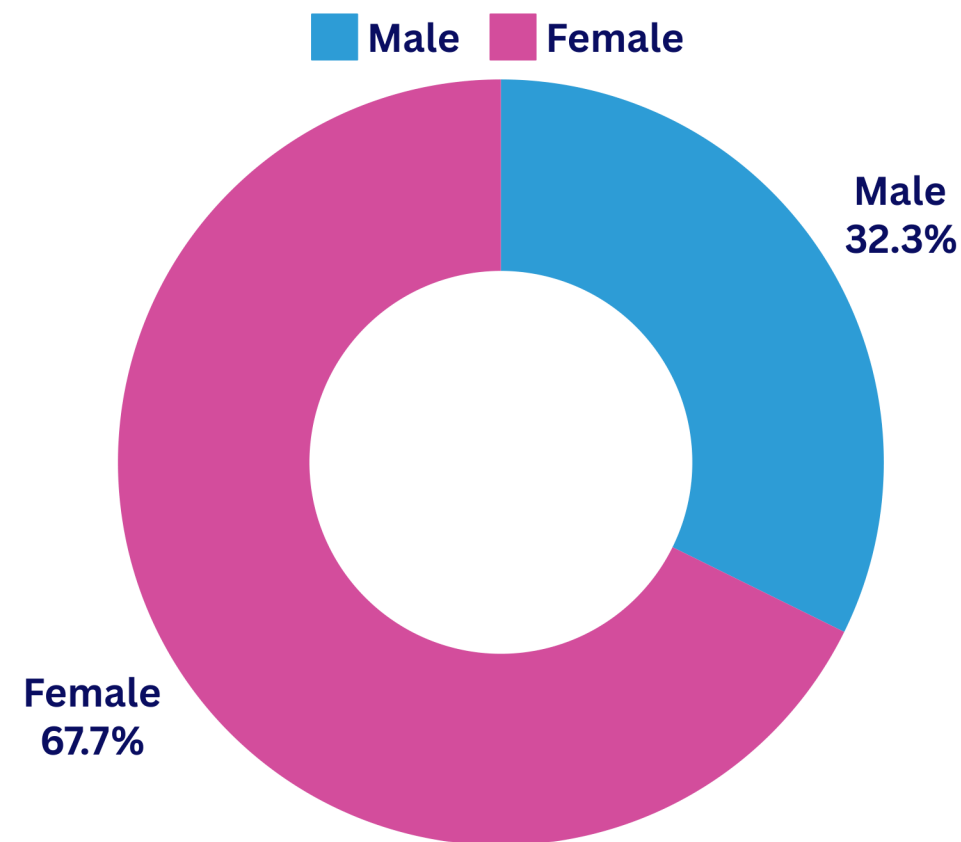


GENDER BY ROLE

The gender distribution by role reflects that there is a higher proportion of female colleagues in each category, which aligns with the overall gender ratio within the business. Specifically, females make up 66.8% of the workforce, while males account for 33.2%.

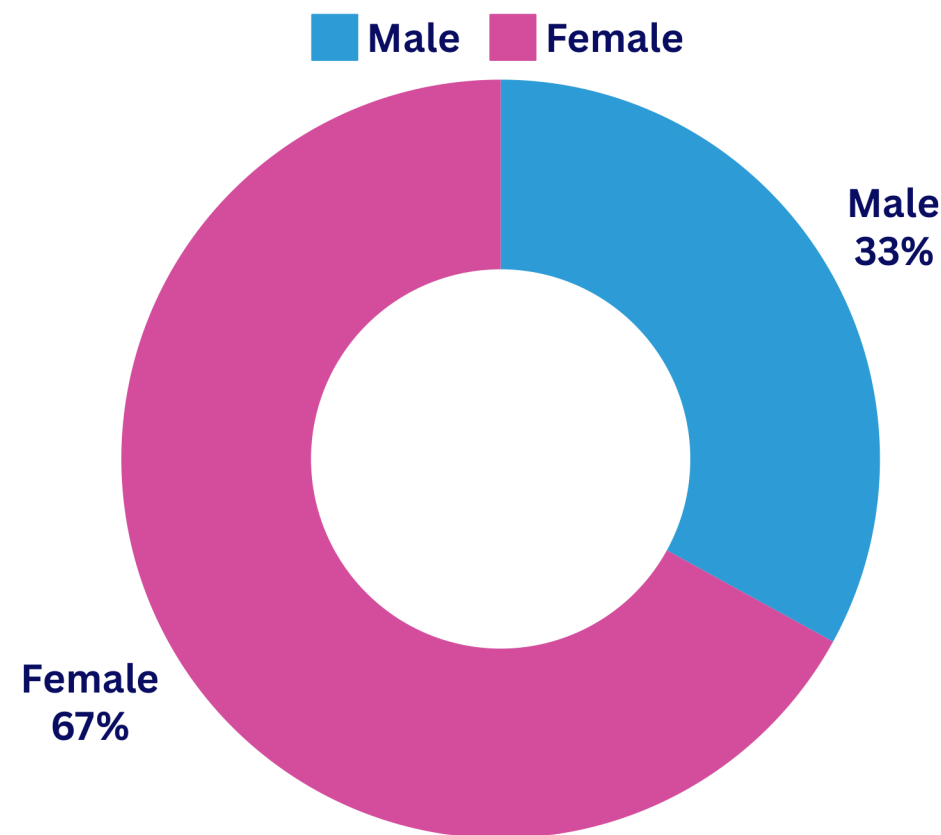
Operations & Maintenance

M: 128 F: 268



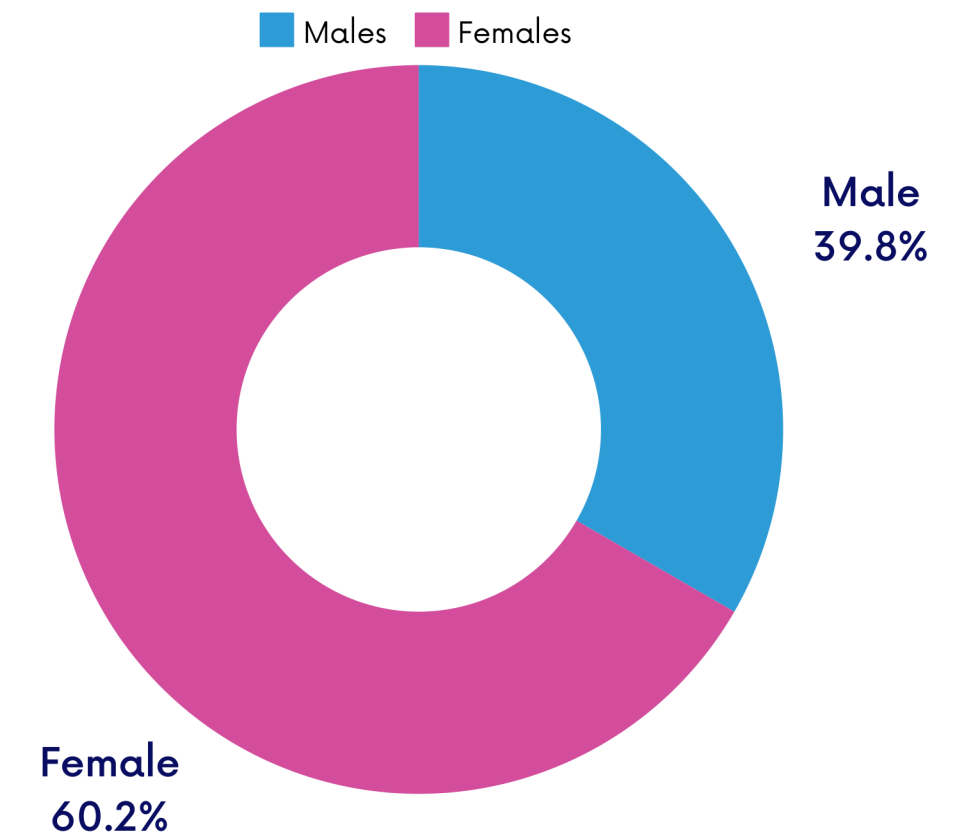
Clerical & Technical

M: 28 F: 63



Manager/ Team Leader / Supervisor

M: 33 F: 50



MOVING FORWARD

In our commitment to closing the gender pay gap and fostering a more inclusive workplace for all, we continue to take sustainable actions to improve our culture and ensure everyone is welcome.

WHAT WE'RE DOING TO CLOSE THE GENDER PAY GAP

- Continue to provide fair and unbiased hiring and promotion practices, that will ensure equal opportunities in our recruitment process, and that all applicants are judged solely on their qualifications, skills, and experience.
- Utilise the skilled worker sponsor licence (acquired in March 2022) to enhance our recruitment efforts and foster diversity by reaching a broader pool of candidates internationally. We feel it's the right thing to do to reach candidates where we can see there is low representation. We want people to be able to be their true selves, and we recognise that being different can help foster innovation and creativity.
- Continue to review and amend our approach to hybrid and flexible working to enable all our colleagues to achieve a greater work life balance.
- Commitment to continuously update our policies including our family friendly policies, recruitment and Equality, Diversity, and Inclusion policy to demonstrate our dedication to fostering a culture that celebrates and values individual differences.
- In April 2022, 27% of colleagues actively chose not to share their ethnicity data. This year, that figure has decreased to 23.9%, marking a 3.1% reduction from last year. We remain committed to further reducing this percentage.
- Continue to encourage colleagues to share their diversity data to gain an accurate and deeper insight of our organisation's demographics to help identify any under-represented areas across our business.
- Provide salary benchmarking analysis to support line managers, serving as a valuable tool for informed decision-making.
- Utilise our Apprenticeship Levy Program to attract a wider diverse range of people, whilst leveraging our previous success. Our objective is to develop our colleagues by both broadening skills and building capability as we continue to help achieve our colleagues' career goals.

