

DAMART GENDER PAY GAP REPORT 2024



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INTRODUCTION FROM JEANETTE HOWARD-JONES & ED FRIEL, CO-MANAGING DIRECTORS

At Damart, our colleagues are so important to everything we do. They are the ones looking after our customers and coming up with great ideas that keep the colleague and customer experience positively moving forward.

We are proud to say that everyone here at Damart truly counts, and our colleague surveys show that this is something we're getting right. We know diversity helps create a positive, inclusive place where people feel valued, can truly be themselves, and do their best work. With a friendly, family-like atmosphere at Damart, we make sure everyone feels supported and welcome and has a voice. All our colleagues play a big part in our ongoing success.

We are pleased to confirm that we maintain our pledge to pay all colleagues in the same role the same hourly rate, regardless of their gender or age. In this year's 'Gender Pay Gap' Report we're pleased to be able to share our progress in this year's report.

The data in this report is based on April 2024 information. 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.

Jeanette Howard-Jones
Co-Managing Director

Ed Friel
Co-Managing Director



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 that male colleagues are paid more on average than female colleagues, while a negative gap means female colleagues are paid more than male colleagues 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.

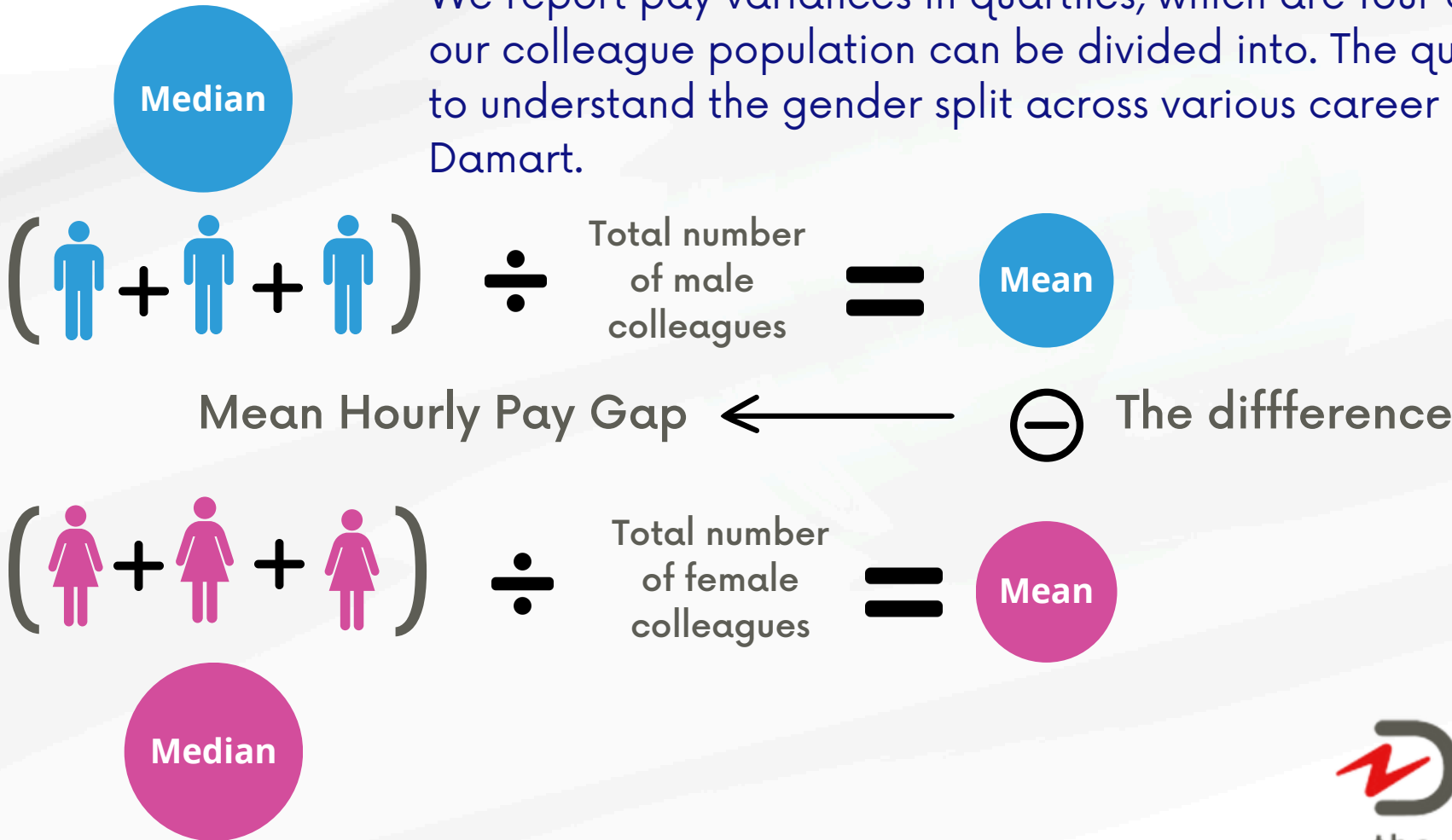
Mean (Average) - This is calculated by adding all the hourly rates of pay for both female and male colleagues, then divide them by the number of female and male colleagues to get the average.

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 2023 - 5th April 2024.

Quartiles

We report pay variances in quartiles, which are four equal groups our colleague population can be divided into. The quartiles help us to understand the gender split across various career stages within Damart.

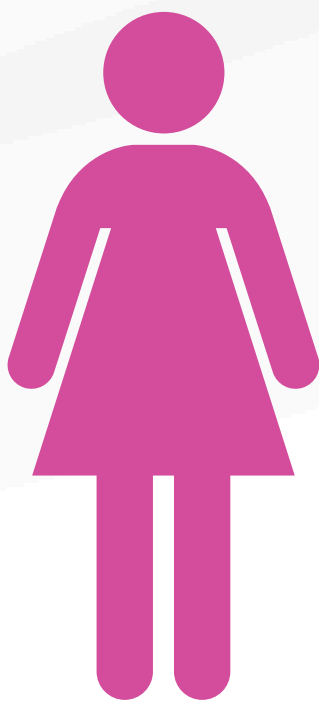


OUR GENDER PAY GAP RESULTS

286 colleagues were eligible for inclusion in the calculation for our gender pay gap reporting M: 103 F: 183

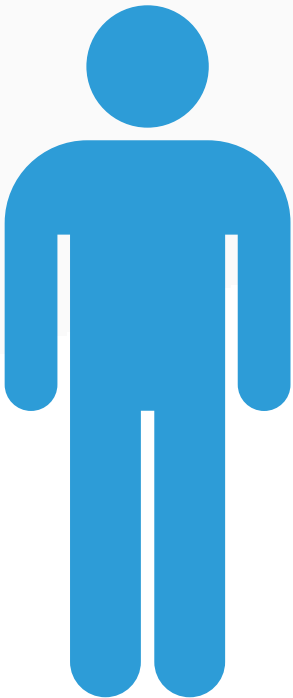
Who is an eligible colleague?

A colleague who has received their usual full pay for the month of April 2024.



64%

The proportion of males and females included in the eligible calculation



36%

GENDER PAY GAP	
Mean	Median
19.4%	8.9%

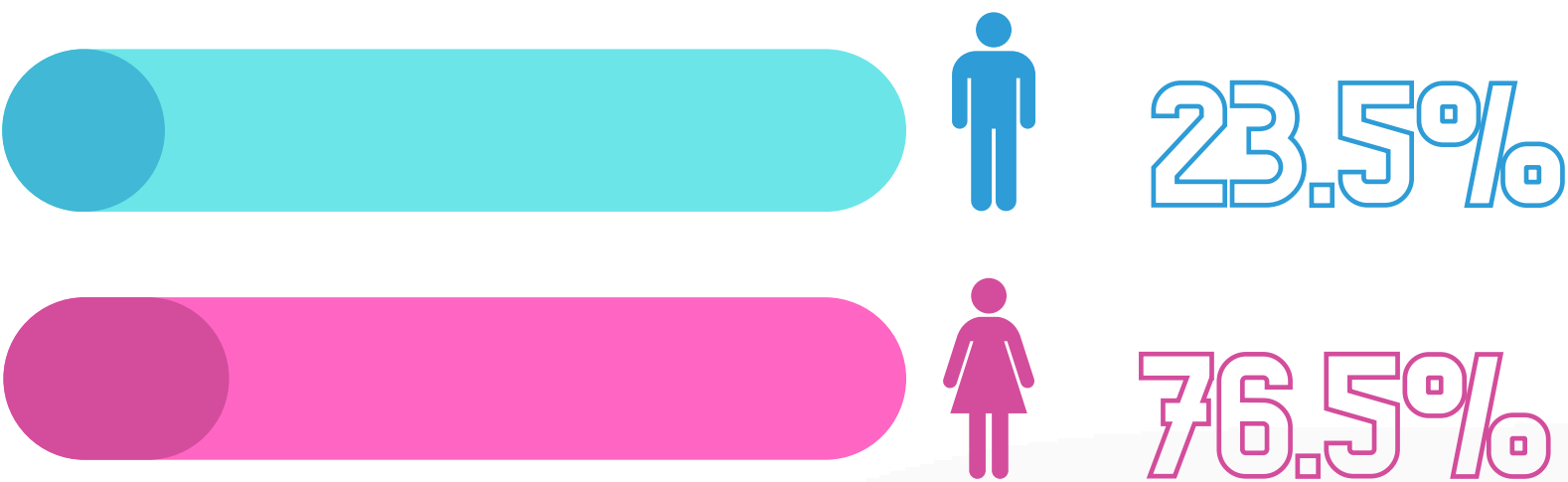
Our Mean gender pay gap is **19.4%**.
This means for every £1.00 male colleagues were paid, female colleagues were paid £0.81.
This is a decrease of **5p** compared to the previous year. It is important to acknowledge that last year's calculation included 149 additional individuals as part of the eligible calculation.

Our Median gender pay gap is **8.9%**.
This means for every £1.00 male colleagues were paid, female colleagues were paid £0.91.
This is a decrease of **7p** 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 2024.

Proportion of colleagues receiving a bonus



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 23.5%, while the percentage of female colleagues was 76.5%. We are confident that all our colleagues have an equal opportunity to take part in and earn a bonus.

BONUS PAY GAP	
Mean	Median
7.6%	-13.7%

Our mean bonus pay gap is 7.6%. This means that the average bonus rate for eligible males is 7.6% higher than for females.

Our Median bonus pay gap is -13.7%. This means the middle female earns 13.7% more than the middle male. This is due to the proportion of females within the business.

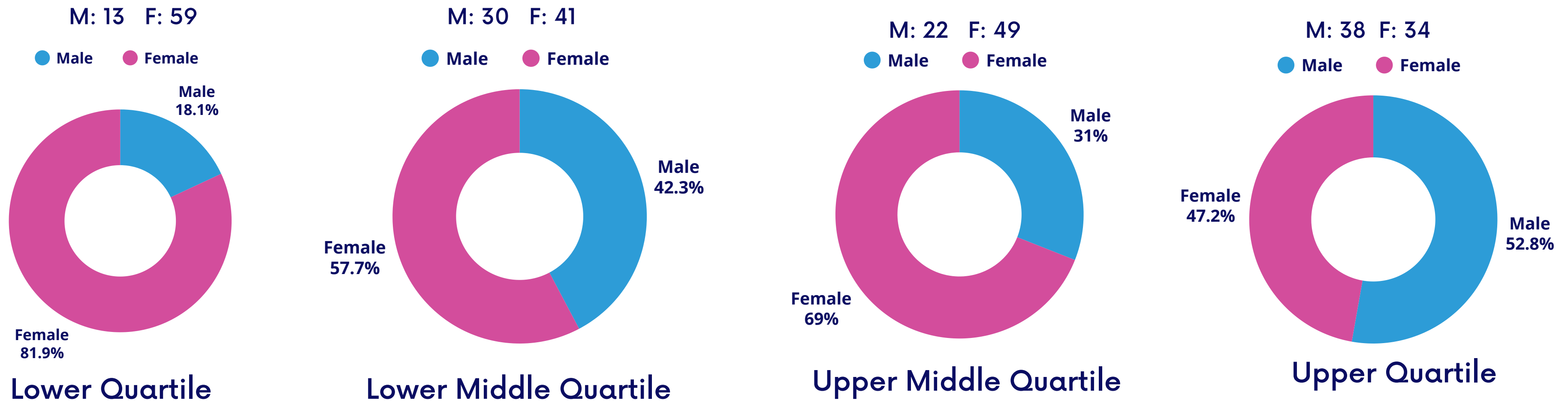
OUR RESULTS CONTINUED

Within the eligible calculation criteria, female colleagues constitute 64% of the total, with 69% holding positions in the Upper Middle Quartile.

We have two Co-Managing Directors, one female and one male. We actively seek to promote the right people for leadership roles, regardless of their gender.

With 47.2% of Leadership positions held by females within the Upper Quartile.

Pay Quartiles

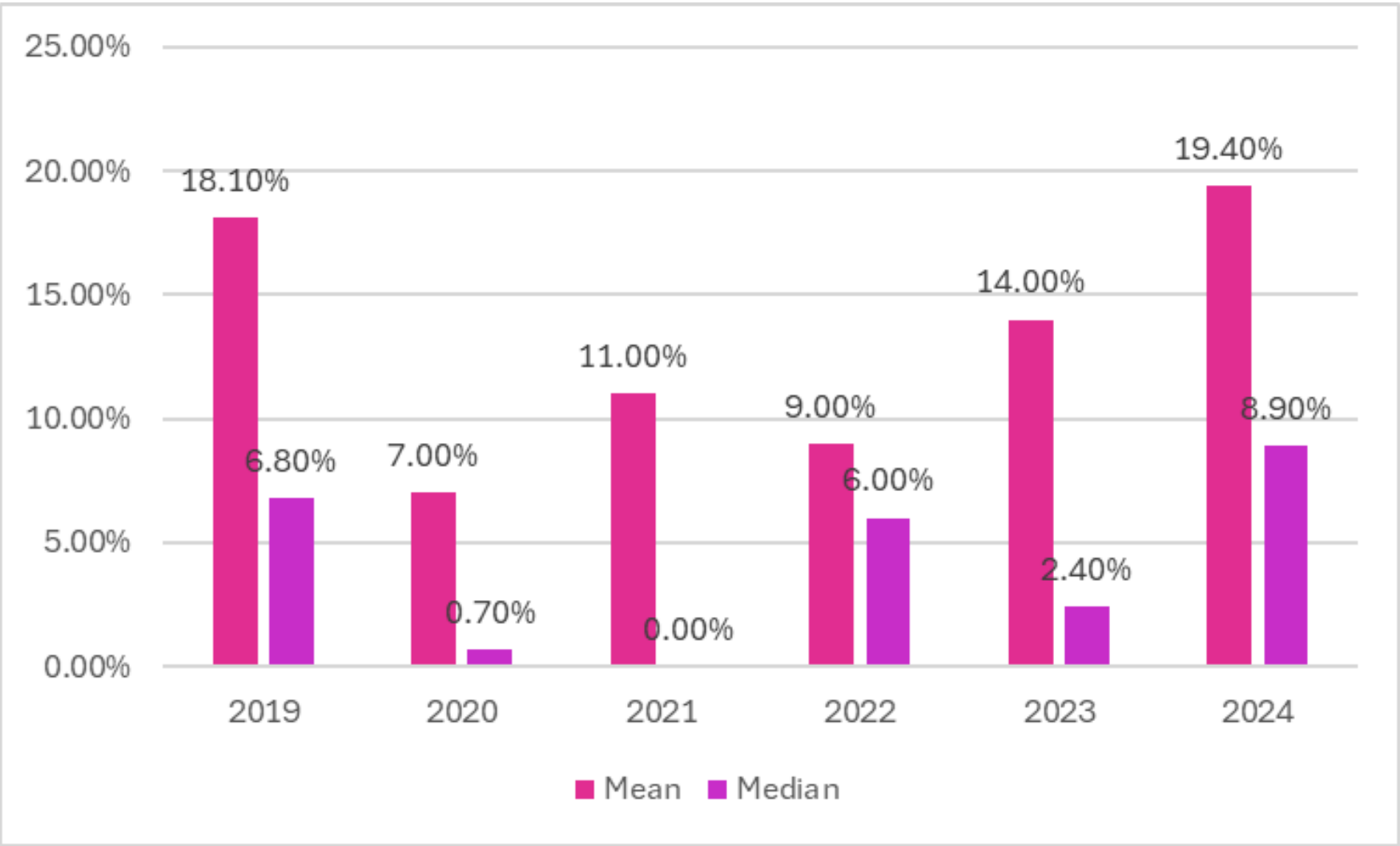


A YEAR ON YEAR COMPARISON

Our mean gender pay gap is 19.4%, meaning that the average hourly rate for male colleagues is 19.4% higher than for female colleagues. This shows an increase from 14% in 2023, both driven by the composition of our workforce. This gap is higher than the mean average of 13.1%, calculated by the Office for National Statistics.

In April 2023, our median pay gap was 2.4%. In April 2024, this has increased by 6.5% to 8.9%. This means the middle male earns 8.9% 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 2023, 419 colleagues were factored into the calculation compared to 286 in April 2024, representing a reduction of 133 people.



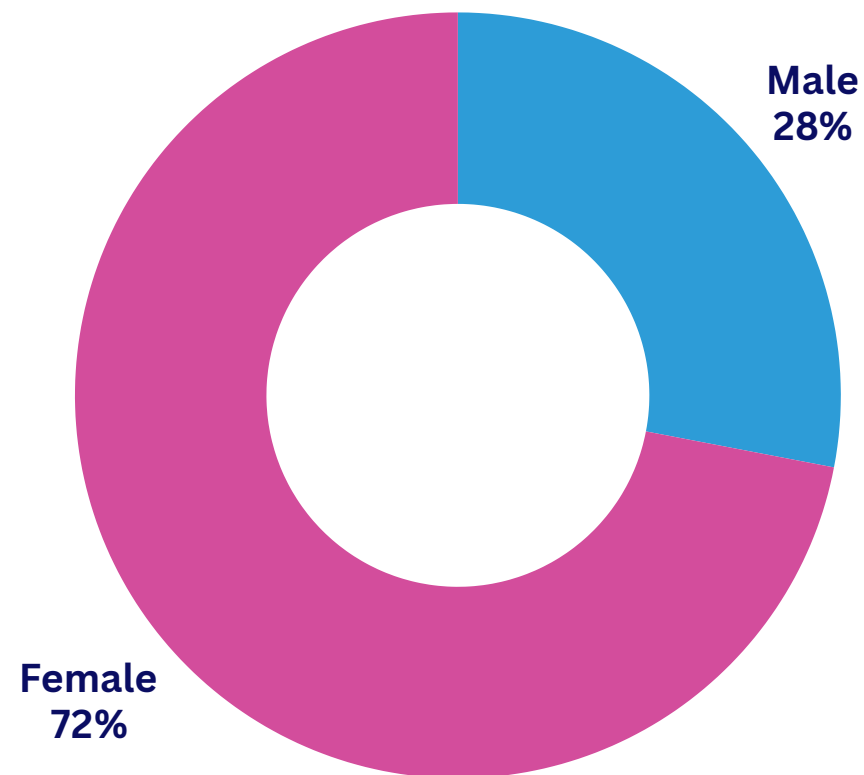
GENDER BY ROLE

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 69.2% of the workforce, while males account for 30.8%.

Operations & Maintenance

M: 86 F: 221

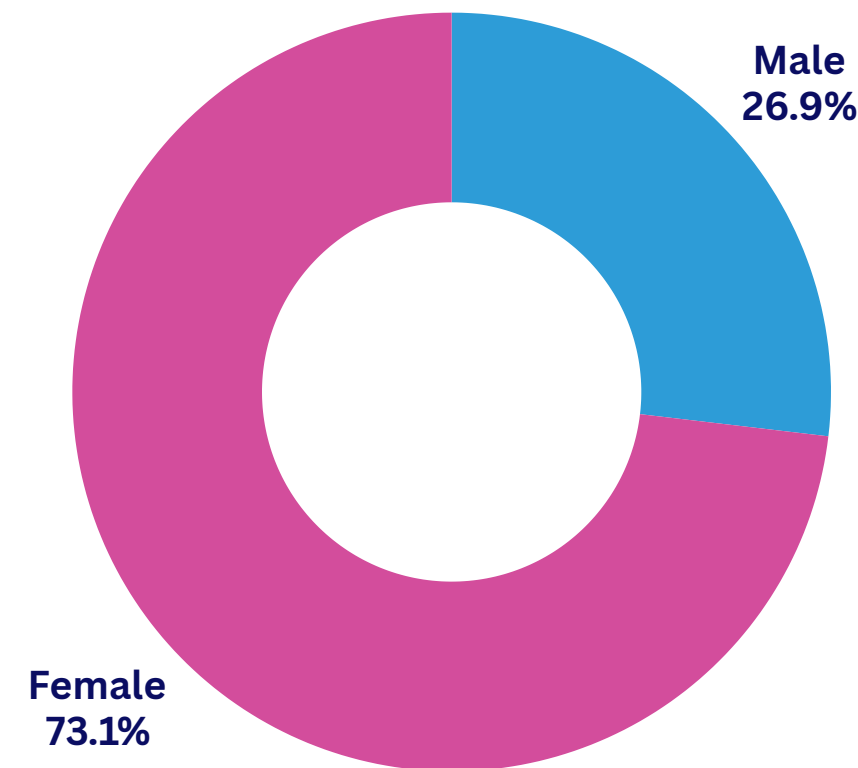
Male Female



Clerical & Technical

M: 18 F: 49

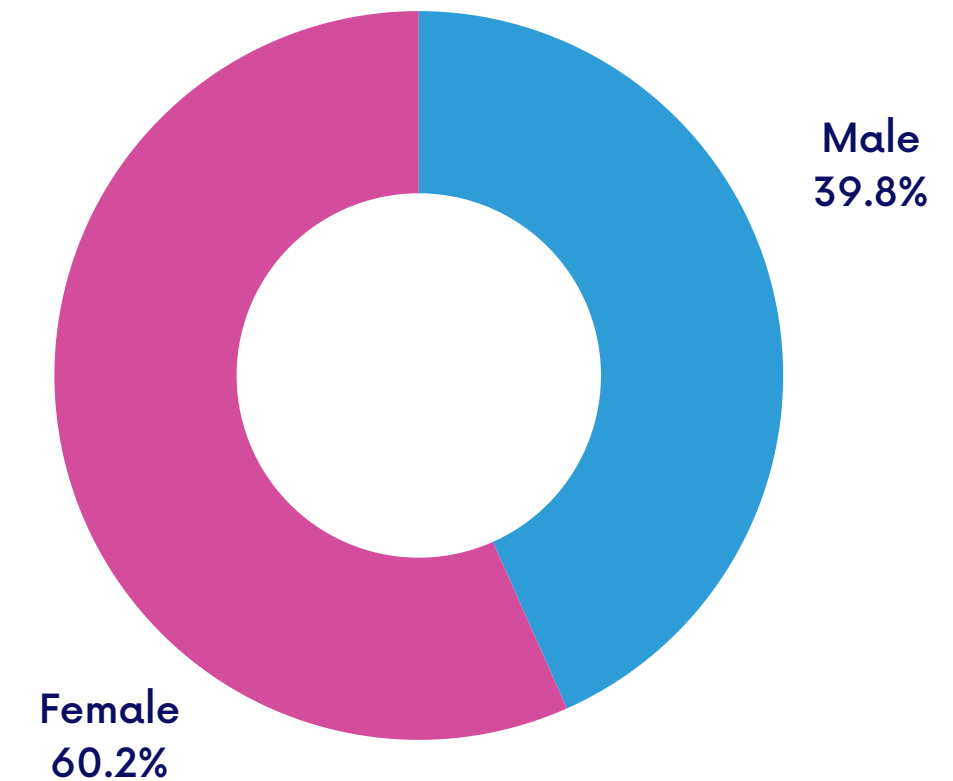
Male Female



Manager/ Team Leader / Supervisor

M: 39 F: 51

Males Females



MOVING FORWARD

In our commitment to closing the gender pay gap, we continue to take sustainable actions to improve our culture and address pay disparity.

WHAT WE ARE DOING TO CLOSE THE GENDER PAY GAP

- Support work-life harmony through flexible working and remote working options, including a bi-annual 8-day working from home block and hybrid approach.
- Conduct pay audits and salary benchmark against external sources to identify disparities between male and female colleagues.
- Commitment to continuously update our policies including our Family Friendly policies, Recruitment policy and Inclusion & Diversity policy to demonstrate our dedication to fostering a culture that celebrates and values individual differences.
- Undertake annual refresher training on diversity, inclusion & belonging for all colleagues in the organisation.
- Through our Recruitment, Selection & Resourcing Policy continue to provide fair and unbiased hiring and promotion practices, to ensure equal opportunities in our recruitment process, so that all applicants are judged solely on their qualifications, skills, and experience.
- Review and update job descriptions openly with colleagues to promote transparency and strength in speaking up.
- By December 2026, our organisation will enhance transparency by ensuring that job advertisements include clear salary ranges. This will be achieved through updated recruitment policies and regular salary benchmarking to promote pay equity and openness.
- Our organisation is committed to fostering growth by actively advertising job opportunities and promoting colleagues internally, recognising talent, and providing clear career progression opportunities.
- Invest in personal development and 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.

