



# DD Products & Services Gender Pay Gap

2020-2021



## Foreword

This document has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017 whereby all UK Companies employing over 250 people are required to report on their gender pay gap.

DD Products & Services Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

As a business we are committed to identifying the gap in our gender pay and actively working hard to close it by building a fair and equitable environment with employees having equal access to employment, pay and development opportunities.

A handwritten signature in black ink, appearing to read 'Pauline'.

Chief Executive Officer,  
DD Products & Services Ltd.



# Gender Pay Gap

## Gender Pay Gap - Mean

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2020	2019
21.65 %	16.34 %

Mean Pay gap in hourly pay as a % of men's pay

## Gender Pay Gap - Median

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2020	2019
15.83 %	15.84 %

Median Pay gap in hourly pay as a % of men's pay

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Whilst recorded figures may show little improvement, the business amongst many others, was temporarily effected by the COVID-19 pandemic and as a result a large proportion of employees were placed on furlough from March 2020. The biggest divisional area of DD Products and Services Ltd (DDPS) impacted by this situation was within our central operations centre in Witham, which has a higher rate of female employees that were placed on furlough and as such, were excluded from the calculations.

The pandemic however, has not lessened the organisations drive and we remain committed to reducing the gender pay gap. Family friendly policies have been introduced to enhance the pay of parents, our recruitment process has been improved to attract the right people, regardless of gender, and more focus has been given to the development of current employees. We will introduce an Agile Working Policy to further enhance our commitment of flexibility, which will help retain talent and recruitment by attracting a broader range of candidates.

We recognise that we have a number of males on our Senior Leadership Team and have introduced thorough succession planning measures. We have more females in the upper middle, lower middle and lower quartiles of our workforce and naturally these employees will develop into senior roles and ultimately closing the pay gap.

With succession planning and development in mind, we have implemented salary banding across our Engineering division, with the view to roll out across the rest of the business. We have secured contracts to work with some market leaders in the Dental industry which in turn has created a need to recruit up to and above 120+ Engineers. Engineering is a typically male dominated industry and DDPS recognises the impact this will have on our gender pay gap. We have invested in a dedicated training facility for those looking for a career in engineering at DDPS. We are confident this will open the door for more females to join such a male dominated sector and be rewarded equally against their male counterparts.



# Gender Pay Gap in Bonus

We at DD Products and Services Ltd are pleased to share that our gender pay gap in bonus is reducing and is projected to reduce further with robust succession planning and incentive structure reviews.

The data highlights that more women than men received a bonus. However, more women than men also work on a part time basis and therefore bonus payments are pro rated accordingly. The gap is largely influenced by men in the upper quartile in senior leadership positions and receive larger bonus payments. Over the coming years this will reduce as natural succession occurs.

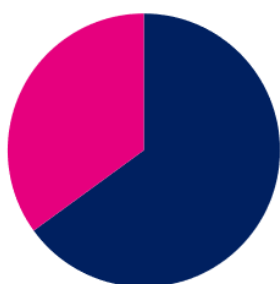
## Proportion of Males and Females who received Bonus Payments

	2020	2019
Female	31%	31%
Male	42%	42%

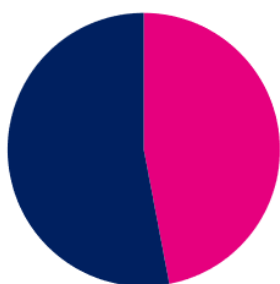
## Mean and Median gap in bonus

	2020	2019
Mean	47.01%	53.78%
Median	53.55%	69.61%

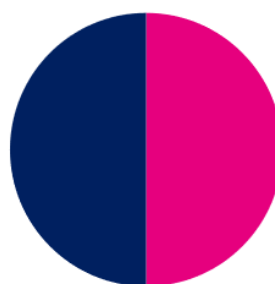
## Men and Women in each Quartile who received a Bonus



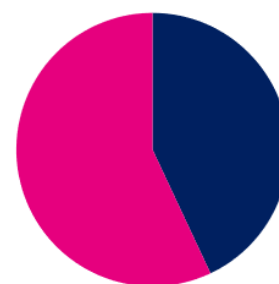
**Upper**  
Men 65%  
Women 35%



**Upper Middle**  
Men 47%  
Women 53%



**Lower Middle**  
Men 50%  
Women 50%



**Lower**  
Men 43%  
Women 57%