



# **DD Products & Services Gender Pay Gap**



## 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 (DDPS) 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 'SAM TYRER'.

**Sam Tyrer**

Chief Executive Officer



## Gender Pay Gap

Gender pay gap reporting shows the overall difference in the average pay for all men and women across DDPS. It doesn't compare what men and women are paid for doing the same job. Where a business has more men than women in its higher paid jobs, this will create a gender pay gap.

At DDPS we remain driven and committed to reducing the gender pay gap and are pleased to share that our gender pay gap continues to reduce year on year. Women make up 45.5% of our workforce, with more women being promoted into management positions than ever before through our succession planning measures. Historically there were more men in Senior Leadership roles than females, but we have worked hard to improve this split and at the point in time of producing this report females make up 46% of the Senior Leadership Team.

Gender Pay Gap - Mean		Gender Pay Gap - Median	
2022	2021	2022	2021
14.84%	15.98%	12.94%	14.85%
Mean pay gap in hourly pay as a % of men's pay		Median pay gap in hourly pay as a % of men's pay	

The 2022 Mean Gender Pay Gap (the difference between men's and women's average hourly pay) is 14.84% and the median is 12.94%. In monetary terms, the mean hourly difference in ordinary pay is £2.57 compared to £2.73 in 2021 and the median hourly difference is £1.67 compared to £1.96 in 2021.

### Men and Women in each Pay Quartile



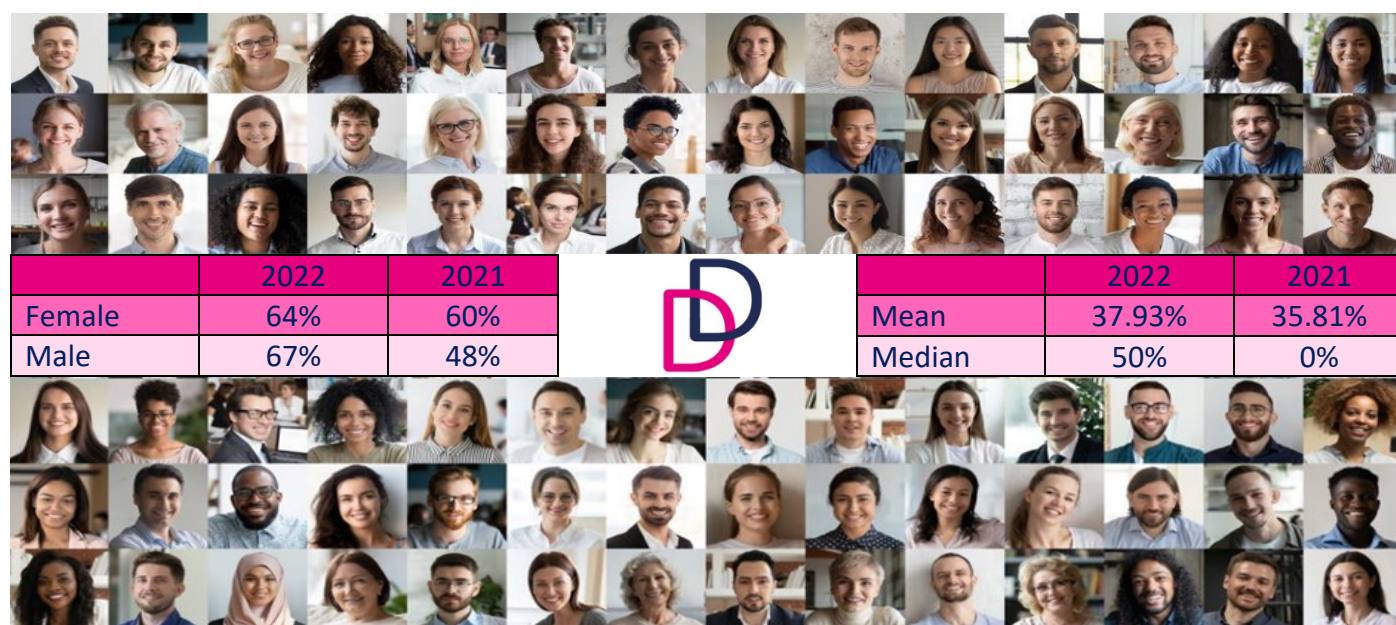
We have sorted our colleagues in order from the highest to the lowest paid and then split them into four groups of equal numbers of people. The top quartile shows that we still have more men than women in our most senior roles but we are constantly reviewing our Recruitment and HR policies and procedures to make positive changes where required, and we are determined to continue improving the diversity of our workforce at all levels to properly reflect the culture of our business.



## Gender Pay Gap in Bonus

We at DD Products and Services Ltd are pleased to announce that more men and women have received a bonus payment in the year in review than in the previous year.

### Proportion of Males and Females who received Bonus Payments



The data highlights that men received higher bonuses than women. Our part time workforce is made up of 78% more women than men and therefore bonus payments are pro-rated accordingly. The gap is largely influenced by men in the upper and upper middle quartiles who receive larger bonus payments.

Over the coming years, as we continue to recruit and promote more women into management and Senior Leadership roles, we expect this Gender Pay Gap in Bonus to reduce significantly.

## Approach to pay

DDPS is committed to being open and fair in how we pay our colleagues. This helps us to compete for skills and talent, encourage and reward those doing a great job. We are committed to be an above National Living Wage employer. This is a significant investment that recognises the vital role that our colleagues continue to play.