

Gender Pay Gap Reporting

April 2024



What is Gender Pay Gap Reporting

- ✦ The gender pay gap measures the difference between the average hourly pay of men and women. The gender pay gap is typically presented as a percentage of the average earnings of men. If there is a positive figure, it means that men are earning more by that amount. If there is a negative figure, it means that men are earning less by that amount. For example, a gender pay gap of 15% indicates that, on average, women earn 15% less than men.
- ✦ Dignus has calculated its gender pay gap in line with Government regulations. Gender pay reporting is a legal requirement and applies to all organisations that have 250 or more employees on their snapshot date.
- ✦ It is important to remember that the gender pay gap and equal pay are not the same. A pay gap is not necessarily an indication of a pay equity issue, it is a measurement of how even, or uneven, the distribution of people and pay is. For example, a gender pay gap tells us the extent to which more men, or more women, occupy more of the higher paid roles than the other. This is why pay gap reports also show the distribution of employees within pay quartiles.
- ✦ This report is based on a snapshot date of 5 April 2024.

Results and Analysis

The Gender Pay Gap figures below have been calculated based on pay data for the period that covers the snapshot date of 5 April 2024. We have calculated six key metrics that are required under the gender pay gap rules:

Hourly Pay

1. The difference in the mean pay of full-pay men and women, expressed as a percentage

The mean is calculated by adding up all hourly rates of pay and dividing the result by the number of people included in the calculation.

As at April 2024, Dignus has a mean pay gap of 3.8%. This gap is primarily due to there being more women than men in the lower quartile pay band and we will seek to understand our data further to understand why this is the case.

2. The difference in the median pay of full-pay men and women, expressed as a percentage

The median is calculated by ranking the hourly rates of pay in order and taking the middle point. This gives a good indication of average pay in the middle of an organisation and is not distorted by very large or small hourly rates.

As at April 2024, Dignus does not have a median pay gap.

Results and Analysis

Bonus Pay

3. The difference in mean bonus pay of men and women, expressed as a percentage

Women's mean (average) bonus pay was 763% higher than men's. This is due the relatively small number of individuals that received a bonus during the year and their respective roles and responsibilities.

4. The difference in median bonus pay of men and women, expressed as a percentage

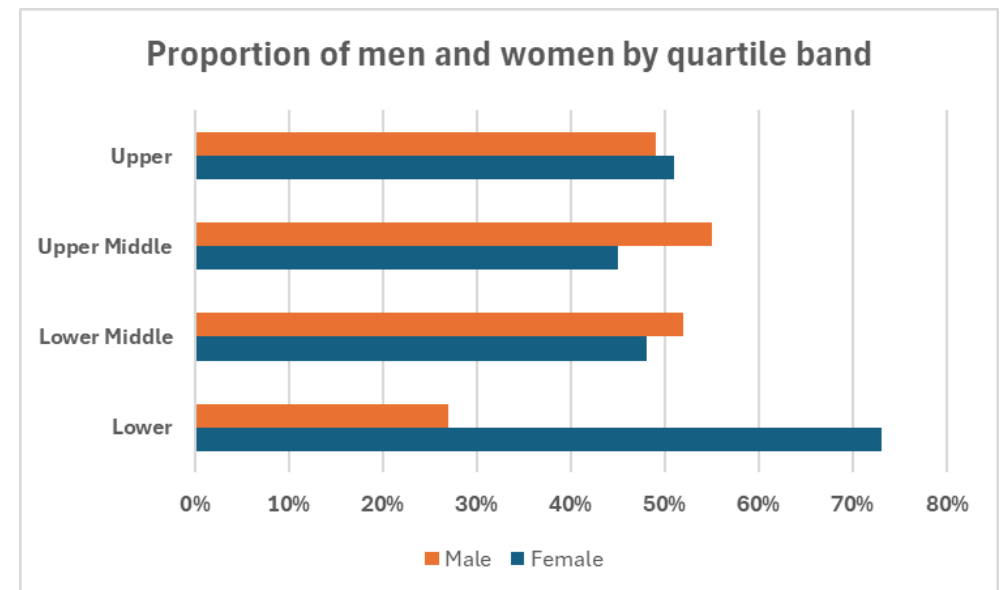
The women's median bonus pay was 532% higher than men's – this means they earned £6.32 for every £1 that men earn when comparing median bonus pay. This is due the relatively small number of individuals that received a bonus during the year and their respective roles and responsibilities.

5. The proportion of men and women who received bonus pay

2.8% of women and 2.5% of men received bonus pay.

6. The proportion of full-pay men and women in each of four quartile pay bands.

Pay Quartiles are where the workforce is broken down into four quartiles based on pay – the top 25% of earners make up the Upper Pay Quartile, and the lowest 25% of earners make up the Lower Pay Quartile.



Looking to the Future

We employ a diverse workforce and strive to create a fair and inclusive culture and are committed to becoming the employer of choice in our sector.

Around 60% of our employees are female and we maintain a particular focus on developing and supporting women at all stages of their career. To that end, 50% of our Senior Leadership Team are women.

We are committed to further enhancing our culture and will launch our People Strategy during 2025. This will be a five-year plan with the aim of making Dignus an even better place to work, with a focus on our core values, staff engagement, improved retention and enhanced pay and benefits for our staff teams.