

GENDER PAY GAP REPORT 2017



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exertis

a **DCC** business

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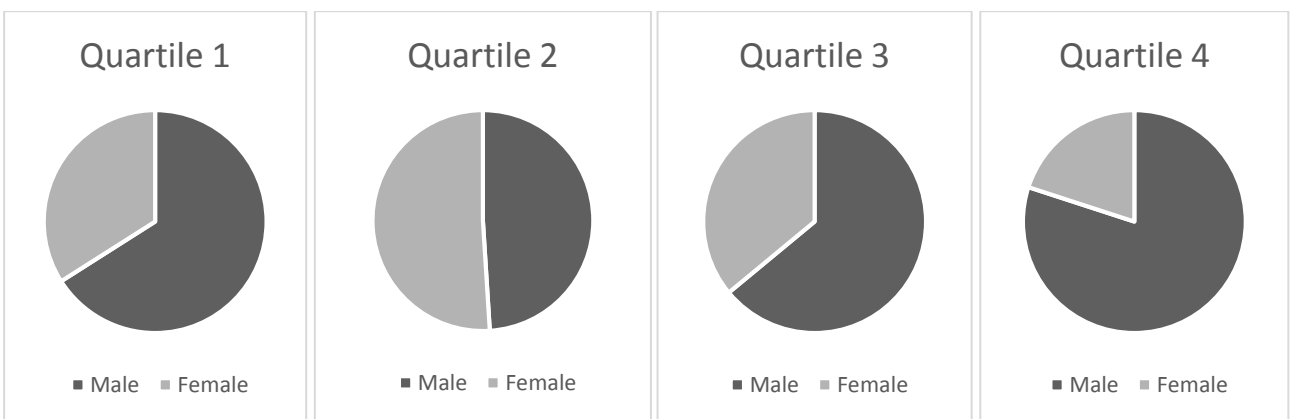
This report sets our results in the year to April 2017 together with the initiatives we have underway to close our gender pay gap.

Ordinary Pay Calculations

Mean hourly gender pay gap	Median hourly gender pay gap
29%	23%

The result shows a pay gap in favour of men. The above table shows our mean and median pay gap with regards to our employee’s ordinary pay as at the 2017 snapshot date.

Pay quartiles (Male % on left)	Quartile 1 (Lowest)	66%	34%
	Quartile 2	49%	51%
	Quartile 3	64%	36%
	Quartile 4 (Highest)	80%	20%



The above table and graphs illustrate the gender split across four equal quartiles which all contain just under 350 employees.

Bonus Pay Calculations

Mean gender bonus gap	Median gender bonus gap
52%	55%





The result shows a bonus gap in favour of men. The above table shows our mean and median bonus gap with regards to our bonuses paid in a twelve month prior to the 2017 snapshot date.

% of males paid a bonus	% of females paid a bonus
56%	55%

The above table shows the % of males and females who received bonuses paid in a twelve month prior to the 2017 snapshot date.

Positive steps

As an industry we face a challenge to attract more women into the sector. Exertis is no different in this regard. Exertis is committed to ongoing review of policies and practices that support diversity in our workforce. We are pleased to report some of the recent changes:

8% of our director population are female		22% of females are included in the senior leadership development programme
37.34% of our hires were female in 2016		42.38% of our hires were female in 2017
9.92% of females hired in 2015 were employed on a basic salary in excess of £30k		In 2017 this has increased to 14.02%.
28.43% of males hired in 2015 were employed on a basic salary in excess of £30k		In 2017 this has decreased to 21.97%.