

Gender Pay Gap Report 2018

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exertis

a **DCC** business

Internal use only

This report sets our results in the year to April 2018 together with the initiatives we have underway to close our gender pay gap.

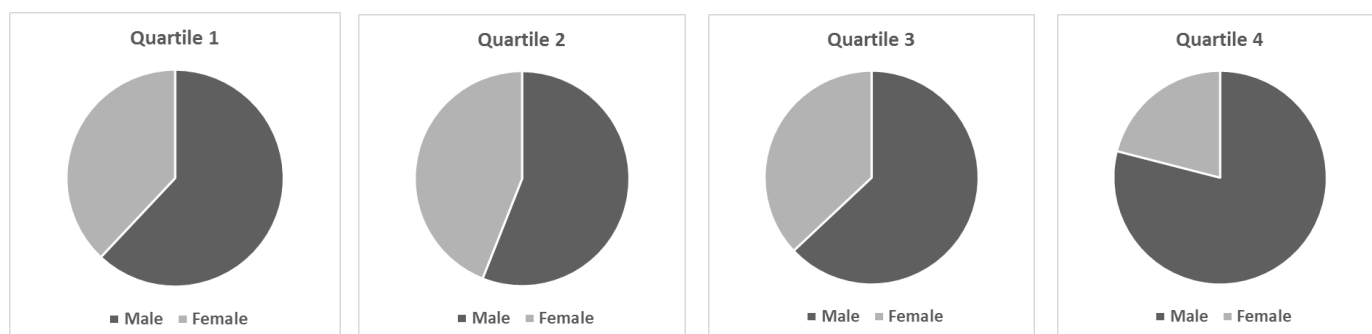
Ordinary Pay Calculations

Mean hourly gender pay gap	Median hourly gender pay gap
29%	21%

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 2018 snapshot date.

The below table and graphs illustrate the gender split across four equal quartiles which all contain just under 317 employees.

Pay quartiles (Male % on left)	Quartile 1 (Lowest)	62%	38%
	Quartile 2	56%	44%
	Quartile 3	63%	37%
	Quartile 4 (Highest)	79%	21%



Bonus Pay Calculations

Mean gender bonus gap	Median gender bonus gap
56%	51%

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 2018 snapshot date.

% of males paid a bonus	% of females paid a bonus
62%	58%

The above table shows the % of males and females who received bonuses paid in a twelve month prior to the 2018 snapshot date.

Positive steps

Although Exertis haven't made any significant improvements to our Gender Pay Gap, we have spent the last 12 months developing a strategy on how we can improve this.

Exertis have reviewed the Government Equalities Office report on steps that organisations have taken to create 'effective' and 'positive' outcomes on their gender pay gap.

Exertis have appointed members of the HR Team and wider business to work as a diversity task force, to put in place various action plans that will help improve our Gender Pay Gap;

Our recruitment process now includes competency-based testing and interview questions, to ensure a fair process is followed which will help reduce the impact of unconscious bias.

It is now compulsory for managers to attend interview workshops, which gives managers training on best practice questions which give all candidates equal opportunities, as well as promoting recruitment based on performance.

Exertis have implemented an enhanced Maternity Pay package, which we hope will support women to be more financially stable whilst on leave, enabling them to return to work at a time that is best suited for them and their family.

As part of our management Lead programme, one of the key modules is to explore the effect on the business of offering more flexibility in the workplace and how this can increase performance, retention and reduce our Gender Pay Gap down to industry levels.

We are a signatory of the Tech Talent Charter (TTC) and have made a commitment to a set of undertakings that aim to deliver greater diversity within the organisation. For example, as a business, some of the some of the undertakings we have made with TTC are;

- Adopting inclusive attraction and recruitment processes, working toward a goal that, wherever possible, women are included on the shortlist for interviews and diverse talent is actively encouraged to apply for roles.
- Ensuring we have employment policies and practices that support the development and retention of an inclusive and diverse workforce