

# Gender Pay Gap Statement



At dhm Plastics Ltd, we want to ensure that everyone is rewarded fairly for their work and enjoys the same access to all opportunities, therefore we welcome the Government's Gender Pay Gap legislation (developed by the Government Equalities Office) which requires all employers of 250 or more employees to publish their gender pay gap data.

The gender pay gap figure is an average figure and is not about equal pay for men and women doing the same job. The statistics are based on the earnings of all relevant employees, after salary sacrifice, and include employees with differing working patterns and at all levels of seniority within the organisation.

In order to contribute to the national collation of pay statistics we are required to carry out the measurement of six key metrics using the date of the 5<sup>th</sup> April 2019. We are pleased to report that over a 3 year period the mean statistics have moved from 18.5% to 10.6% and the median statistics have moved from 23% to 17.96%.

## 1. MEAN GENDER PAY GAP

**10.60%**

What this means is that women, on average, earn **10.60% less** than men using the mean hourly rates.

The mean is the average of all numbers.

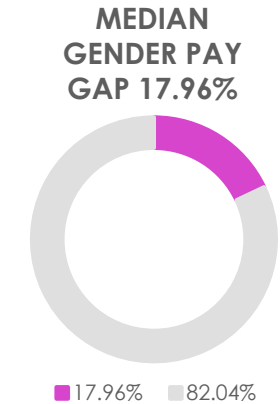
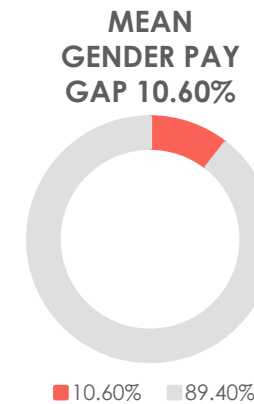
To calculate the mean, we add together all of the numbers and then divide the sum by the total count of numbers.

## 2. MEDIAN GENDER PAY GAP

**17.96%**

What this means is women, on average, earn **17.96% less** than men using the median hourly rates.

The median is the middle number in a sequence of numbers. To find the median, we organise each number in order by size; the number in the middle is the median.



The following information helps to explain the statistics and how the employee lifecycle for all employees is managed and supported at dhm Plastics Ltd:

- Many of our roles are shift based and although women and men are paid equally for fulfilling these roles they are predominately occupied by men
- We value the diversity, expertise and commitment of our workforce and the choices they make around their working patterns which may be a driver in our gender pay gap statistics
- The roles that women wish to fill can result from many different factors, such as historic trends of one gender dominating certain industries and jobs
- Career progression within the company is not restricted by gender as the company promotes based on skills and expertise. We can proudly say that the senior leadership team at dhm Plastics Ltd comprises of an equal amount of female and male members
- We use a professional external resource to manage our recruitment campaigns, thereby ensuring that hiring managers select talent, irrespective of gender
- We offer support for women returning to work through shared parental leave, flexible working and part time hours, whilst also encouraging men to take advantage of these arrangements to enable them to fulfil their caring responsibilities

### 3. MEAN BONUS PAY GAP 26.46%

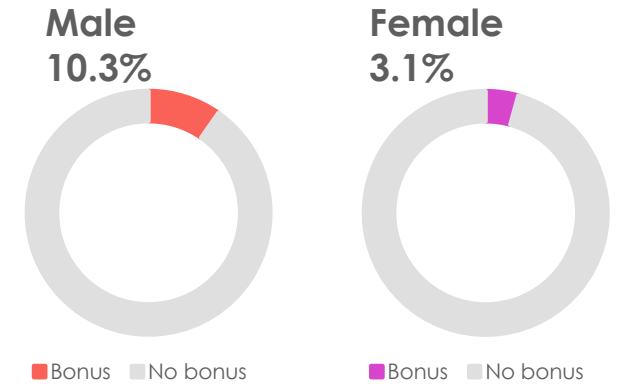
What this means is that on average women earn **26.46% less** than men using the mean bonus figure.

### 4. MEDIAN BONUS PAY GAP 25.02%

What this means is women, on average, earn **25.02% less** than men using the median bonus figure.

Our bonus gender pay gap is due to the breakdown of male/female employees in positions where bonuses are paid. Bonus payments are predominantly paid with our sales personnel, which due to a number of different factors are mainly male.

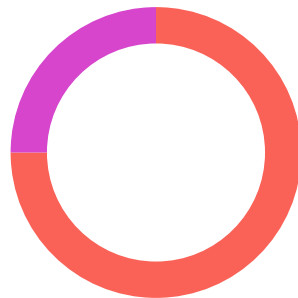
### 5. PROPORTION OF MEN & WOMEN RECEIVING A BONUS



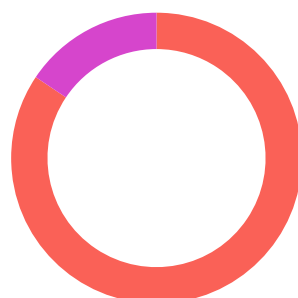
**10.3%** of relevant male employees received a bonus compared to **3.1%** of relevant female employees.

### 6. PAY QUANTILES BY GENDER

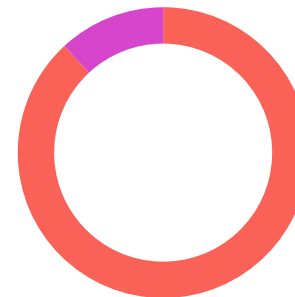
■ Male ■ Female



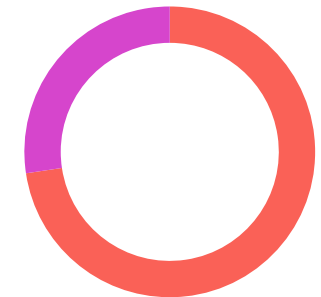
In the lower quartile



Above median & below upper quartile



The upper quartile



Between lower quartile & median

422 'relevant' employees at dhm Plastics Ltd are split into four groups equally (see graph below of split between male and female employees per quartile). For example, the lowest paid 25% of employees are split 71% Male and 29% Female.