

# GENDER PAY GAP 2023



PRODUCED BY DATAPLAN PAYROLL LIMITED

## PAY DATA

### DIFFERENCE IN HOURLY RATE

| MEAN  | MEDIAN  |
|---|---|
| Women's mean hourly rate is <b>17.9% lower</b> than men's | Women's median hourly rate is <b>10.2% lower</b> than men's |

When comparing mean hourly rates, women earn **82.1p for every £1** men earn

When comparing median hourly rates, women earn **89.8p for every £1** men earn

## PAY QUARTILES

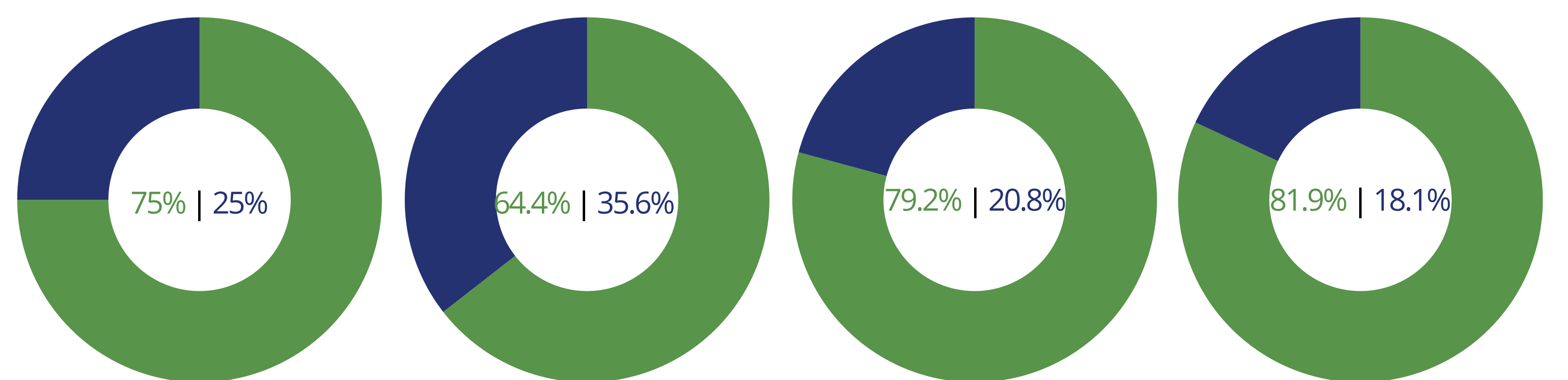
The image below shows the gender distribution at D.M Keith Limited when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

## BONUS DATA

### BONUS PAY GAP

| MEAN  | MEDIAN  |
|---|---|
| Women's mean bonus pay is <b>28.2% lower</b> than men's | Women's median bonus pay is <b>50.5% lower</b> than men's |

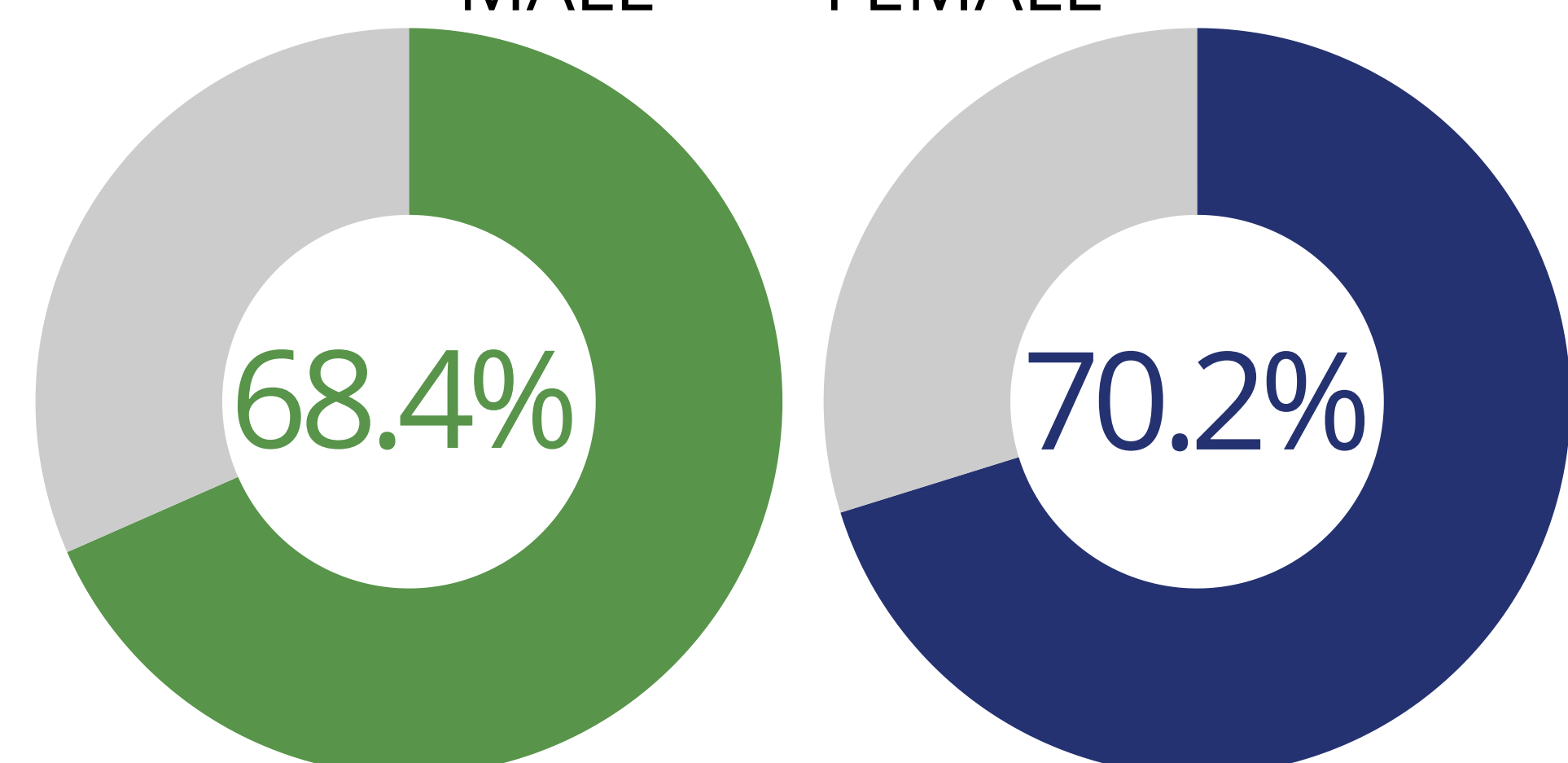
## PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



MALE



FEMALE



This is the fourth year that D. M. Keith Limited has been required to produce a Gender Pay Gap report. D. M. Keith is looking to achieve gender equality above and beyond the minimum legal requirements with regards to remuneration.

The sample size of full-pay relevant employees is the true operating head count of the business.

When comparing mean hourly pay, women earn 82.1p for every £1 that men earn, which is less than last year. When comparing mean hourly pay, women's mean hourly pay is 17.9% lower than men's, this represents approximately 6.2% decrease compared to the prior year's data.

Similarly, when comparing median hourly pay, women's median hourly pay is 10.2% lower than men's, this represents a 1.2% decrease compared to the previous year's data.

When comparing the mean bonus pay, women's mean bonus pay is 28.2% lower than men's.

Furthermore, when comparing median bonus pay women earn 49.5p for every £1 that men earn. Their median bonus pay is 50.5% lower than men's. D. M. Keith employ more females than males in part time positions and therefore are more prevalent in the lower middle quartile. D. M. Keith also employ more males than females on zero hours contracts which may go some way to explain the mix in the lower quartile. In the upper quartiles, the mix of full-time employees is skewed towards male colleagues. It can also be said that more females receive bonuses as the zero hours male employees do not usually receive bonuses.

We always strive for pay equality within our business and we remain confident that men and women are paid equally for doing equivalent jobs across all areas of our business. Whilst the Company's gender pay gap maybe driven by a concentration of male colleagues in more senior roles, this year that data shows the gender pay gap has increased. D. M. Keith operates an equal opportunity recruitment policy and are committed to being a fair, diverse, and inclusive employer.

*R Thompson*

Rachel Thompson | Director of HR | D.M. Keith Limited

We confirm the data reported is accurate. In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, D.M. Keith Limited is required to carry out Gender Pay Gap Reporting