

GENDER PAY GAP 2022



PRODUCED BY DATAPLAN PAYROLL LIMITED

PAY DATA



DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is 11.7% lower than men's	Women's median hourly rate is 9.0% lower than men's

When comparing mean hourly rates, women earn **88.3p for every £1** men earn

When comparing median hourly rates, women earn **91p for every £1** men earn

PAY QUARTILES

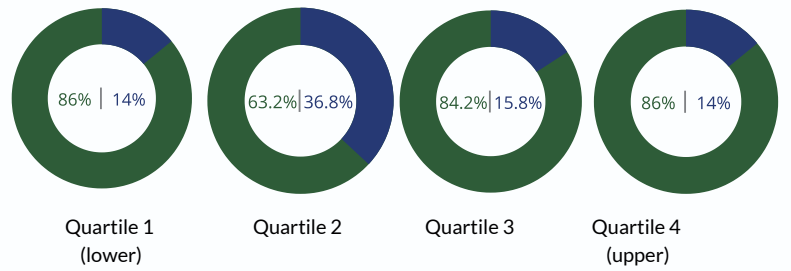
The image below shows the gender distribution at D.M. Keith Limited when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

BONUS DATA

BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is 21.2% lower than men's	Women's median bonus pay is 8.2% higher than men's



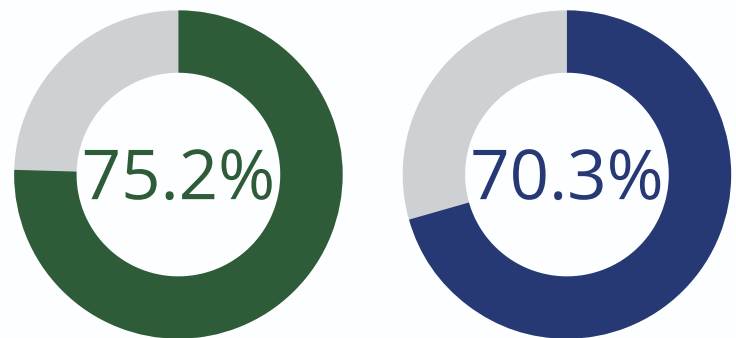
PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



Proportion of men receiving a bonus payment



Proportion of women receiving a bonus payment



This is the third 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 first point to note is that the snapshot date, 5th April 2022, is the first time that the business will have been operating in business-as-usual conditions, given the heavy covid restrictions in the prior years.

The sample size of full-pay relevant employees is the true operating head count of the business. When comparing mean hourly pay, women earn 88.3p for every £1 that men earn. This is the first year where it has been possible to draw relatively accurate conclusions from the data. When comparing mean hourly pay, women's mean hourly pay is 11.7% lower than men's, this represents approximately 10% improvement compared to the prior year's data, however as noted on previous Gender Pay Gap report the previous data wasn't particularly useful due to the Covid restrictions at that time.

Similarly, when comparing median hourly pay, women's median hourly pay is 9% lower than men's, this represents approximately 10% improvement compared to the previous year's data.

When considering bonus pay, the mean value for 2022-2023 represents a 50% reduction in the difference between male and female, versus 2021-2022. When comparing the mean bonus pay, women's mean bonus pay is 21.2% lower than men's.

Furthermore, when comparing median bonus pay women earn £1.08 for every £1 that men earn. Their median bonus pay is 8.2% higher than men's. This represents a near 30% improvement when compared to the previous data.

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, it can be clearly seen by the reported figures that this gap is reducing. 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