

# Gender Pay Gap 2025



## PAY DATA

### DIFFERENCE IN HOURLY RATE

MEAN	MEDIAN
Women's mean hourly rate is <b>15% lower</b> than men's	Women's median hourly rate is <b>20% lower</b> than men's

When comparing mean hourly rates, women earn **85p** for every **£1** men earn

When comparing median hourly rates, women earn **80p** for every **£1** men earn

## PAY QUARTERLIES

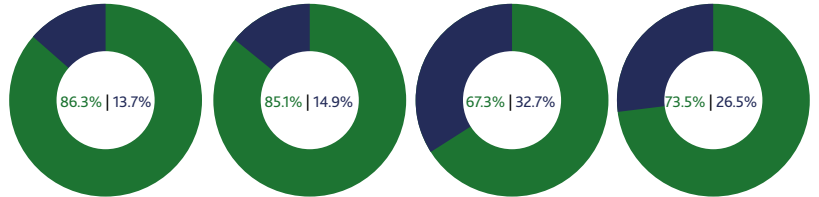
The image below shows the gender distribution at D. M. Keith Limited when colleagues are placed into four equally sized quartiles based on pay



MALE



FEMALE



Proportion of male and female staff in quartiles

## BONUS DATA

### BONUS PAY GAP

MEAN	MEDIAN
Women's mean bonus pay is <b>31.8% lower</b> than men's	Women's median bonus pay is <b>39.5% lower</b> than men's

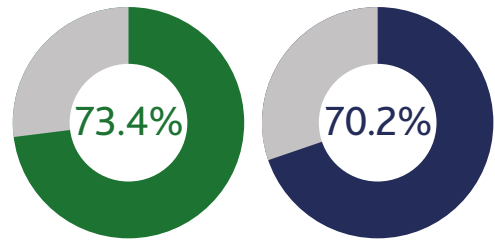
## PROPORTION OF STAFF RECEIVING A BONUS PAYMENT



MALE



FEMALE



This is the fifth year that D. M. Keith Limited has been required to produce a Gender Pay Gap report. The company is committed to achieving gender equality, going above and beyond the minimum legal requirements for remuneration. The analysis examines the differences in hourly rates of pay and bonus compensation between male and female employees, based on the true operating headcount of the business.

The key findings are as follows:

On average, males earn 15% more than females in terms of hourly pay. The median hourly rate indicates that the typical male earns 20% more than the typical female. Males receive 31.8% more in bonus pay, on average, compared to females. The median bonus pay reveals that the typical male receives 39.5% more than the typical female. 73.4% of males received a bonus, while 70.2% of females received a bonus, suggesting a slightly higher proportion of male employees receiving bonus compensation.

D. M. Keith employs more females than males in part-time positions, which are more prevalent in the lower middle quartile. The company also employs more males than females on zero hours contracts, which may partially explain the gender distribution in the lower quartile. In the upper quartiles, the mix of full-time employees is skewed towards male colleagues. The higher proportion of male employees in senior roles, coupled with the absence of bonuses for many zero hours male employees, contributes to the overall pay gap.

The data shows a noticeable gender gap in both hourly rates of pay and bonus compensation, with males receiving higher amounts on average. While the gap is somewhat smaller when examining median values, it is still evident. Additionally, a greater proportion of male employees receive bonus pay compared to females. These factors point to the need for ongoing efforts to address gender disparities in compensation and bonus distribution.

At D. M. Keith, we remain fully committed to pay equality within our business and are confident that men and women are paid equally for performing equivalent roles across all areas of our operations. While the gender pay gap is influenced by the higher concentration of male colleagues in more senior roles, the data indicates that the gender pay gap has increased this year. In the automotive sector, there is a notably higher proportion of men employed in full-time roles compared to women, which contributes to this disparity. We operate an equal opportunity recruitment policy and are dedicated to being a fair, diverse, flexible, and inclusive employer.

Moving forward, D. M. Keith is committed to taking proactive measures to reduce the gender pay gap. This includes:

- Reviewing recruitment practices to ensure gender balance in senior and management roles.
- Introducing mentorship programs designed to support female employees in advancing to higher-paid, senior positions.
- Evaluating our bonus distribution structures to ensure equitable access for all employees, regardless of gender or contract type.
- Continuing to monitor and assess our gender diversity initiatives to ensure that all employees have equal opportunities to thrive and succeed.

We will continue to report transparently on our progress and engage with our employees to create a culture of inclusion, where diversity is celebrated, and everyone is equally valued and rewarded for their contribution they make to D. M. Keith.

*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) Regulation 2017, D. M. Keith Limited is required to carry out Gender Pay Gap Reporting