



Gender Pay Gap Reporting

March 2018



DX and the Gender Pay Gap

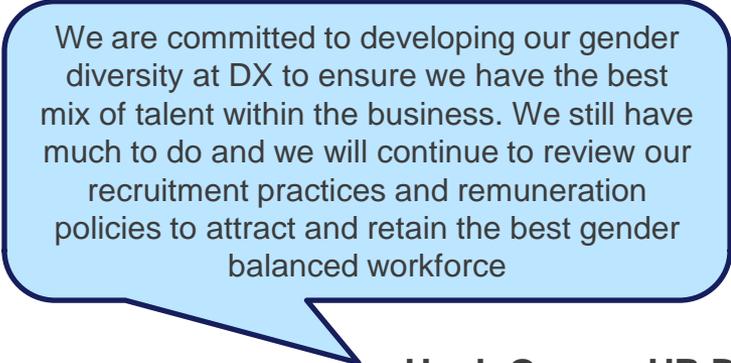
What is the Gender Pay Gap?

The Gender Pay Gap refers to a series of six pieces of information which must be calculated in line with the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, to show the difference between the average pay of men and women. It can be influenced by a variety of factors including, most notably, the demographics of a company's workforce.

The Gender Pay Gap should not be confused with Equal Pay. Equal pay is about eradicating the unlawful practice of paying men and women differently for performing the same or similar work.

The DX Approach

At DX we believe that closing the Gender Pay Gap is the right thing to do and is good for business. A more diverse and inclusive workforce helps our business by bringing in new skills, creativity and innovation.



We are committed to developing our gender diversity at DX to ensure we have the best mix of talent within the business. We still have much to do and we will continue to review our recruitment practices and remuneration policies to attract and retain the best gender balanced workforce

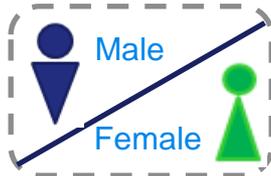
Hugh Owens, HR Director

Gender Pay Gap Reporting Results

Background Information

The following figures relate to the pay period containing the 5th April 2017 or the 12 month period prior to the 5th April 2017.

The key for the illustrations across these slides is :



Mean Pay Gap

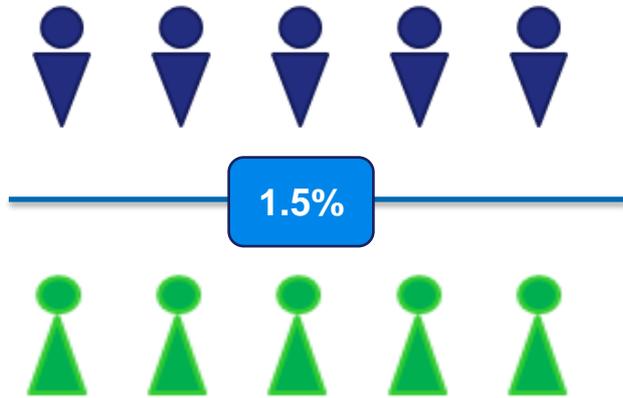
The mean pay gap is the difference in the average hourly pay for a woman compared to the average hourly pay for a man.

The mean pay gap for DX Network Services is 8.6%

In comparison across the UK women earn on average 18% less than men.



Gender Pay Gap Results



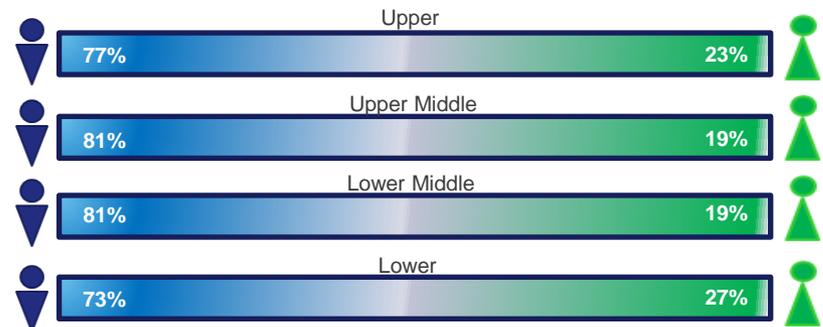
Median Pay Gap

The median represents the middle point of a population. The median pay gap is the difference between the median point pay rate of men and women in the organisation.

The median pay gap for DX Network services is 1.5%

Population by Pay Quartile

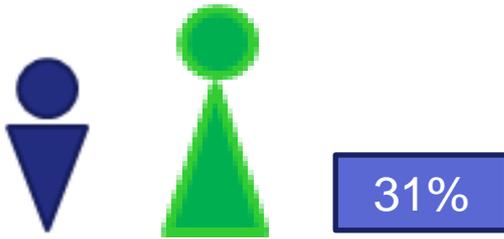
Quartiles represent the pay rates from the lowest to the highest for our employees, split into four equal sized groups. The percentage of men and women in each of the four groups is identified and shown.



Gender Pay Gap Results

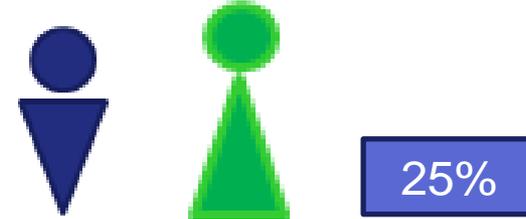
Mean Bonus Pay Gap

The mean bonus pay is 31% higher for women.

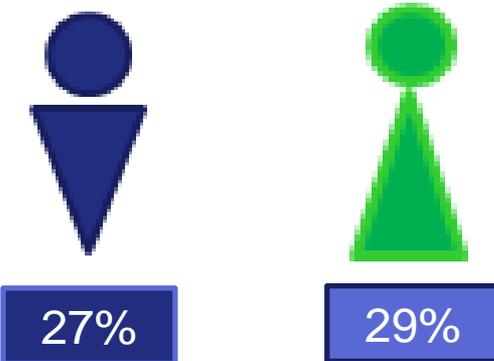


Median Bonus Pay Gap

The median bonus pay is 25% higher for women.



Proportion of Men and Women Paid a Bonus



For the year ending April 5th 2017 DX did not make a Corporate bonus payment. These figures have been collated from the more localised and discipline specific bonus payments during this time. We believe that this has resulted in a more female employee biased result.

DX HR Services Reporting Team

Gender Pay Gap Actions

We are already:

- Providing training to educate recruiters on unconscious bias
- Delivering an inclusive and diverse Talent pipeline
- Focusing on gender balanced succession planning
- Monitoring and driving gender balance progress across all areas of the business



We are working on:

- Developing a programme to encourage more women into the male dominated area of CPC qualified driving
- Reviewing our approach to flexible working
- Reviewing our approach to family friendly policies