

Gender Pay Report 2023

Introduction

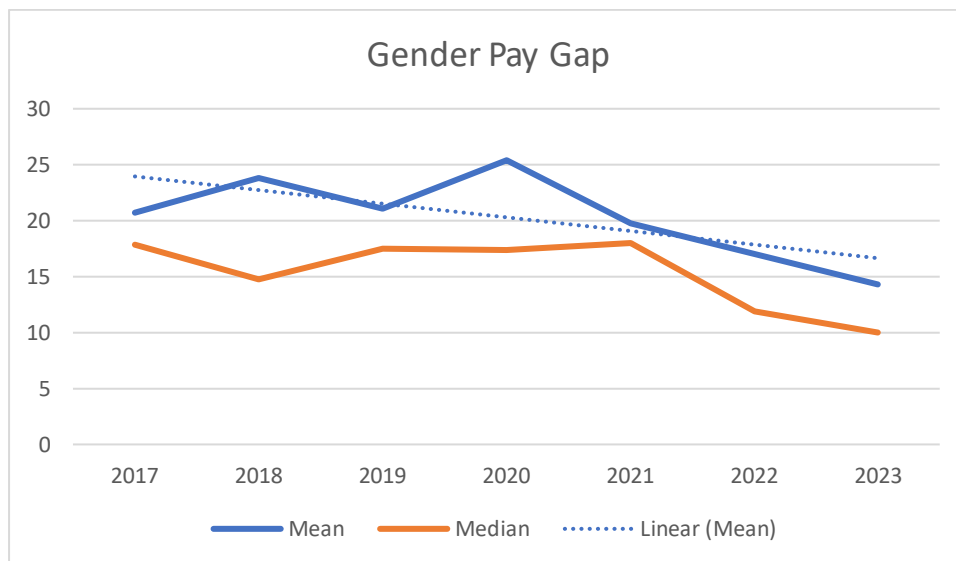
All legal entities in the UK who employ 250+ employees are required to publish the following Gender Pay Gap figures on an annual basis.

Equal pay for equal work for woman and men is a legal requirement in the UK and Dennis Eagle is committed to always ensuring fairness in pay.

The Gender Pay Gap figures discussed here do not look at equal pay, but rather show the difference between the average earnings and bonus earnings of women and men regardless of their role or level within the company.

Our Figures

Mean & Median Pay & Bonus Gap		
	Mean	Median
Gender Pay Gap	14.3%	10%
Gender Bonus Gap	27.3%	18.9%



Proportion of Employees Earning a Bonus	
Female	96%
Male	96%

Proportion of Employees in Each Pay Quartile		
PAY QUARTILE	Female	Male
Upper	11.5%	88.5%
Upper Middle	5%	95%
Lower Middle	8%	92%
Lower	27.4%	72.6%

Understanding the Gap

Engineering and manufacturing has traditionally been a male dominated industry, and this is reflected at Dennis Eagle where only 13% of our workforce are female. We have more men in senior positions throughout the organisation and women are underrepresented in our workshop, shop floor and engineering departments. This demographic has resulted in our gender pay gap.

Actions

We recognize that in order to increase the number of women considering careers in our sector, we need to encourage more women to study STEM (science, technology, engineering and maths) subjects.

We also need to ensure equal participation of women and men in all areas of our business, including senior level positions. and we continue to work towards addressing our current imbalance.

We are taking the following actions to address our gender pay gap:

- Continuing to partner with local schools to participate in the Engineering Education Scheme (EES)
- Continuing to engage with schools and colleges to publicize our apprenticeship opportunities
- Providing EDI awareness training for all managers & employees including unconscious bias training
- Advertising our vacancies to include flexible working options and hybrid home working as standard where possible
- Working with our preferred recruitment partners to ensure diverse candidate pools
- Working to ensure that we have development pathways for all employees to progress through the organisation
- In 2024 we are launching an enhanced family leave policy to encourage a diverse and inclusive work place

I have checked, agreed and approved these figures and will ensure that this report is reviewed and updated annually.

Keith Day – Managing Director



2nd April 2024