

## 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	23.8%	14.8%
Gender Bonus Gap	37.4%	6.5%

Proportion of Employees Earning a Bonus	
Male	93%
Female	92%

Proportion of Employees in Each Pay Quartile		
PAY QUARTILE	Male	Female
Upper	92.1%	7.9%
Upper Middle	97.2%	2.8%
Lower Middle	91.6%	8.4%
Lower	72.5%	27.5%

## Understanding the Gap

Engineering and manufacturing has traditionally been a male dominated industry and this is reflected at Dennis Eagle where 88.5% of our workforce are male and 11.5% 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.

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 team up with local senior schools on an annual basis to participate in the EES (Engineering Education Scheme) which encourages students to consider this career path. We are also committed to engaging with schools and colleges each year to publicize our apprenticeship opportunities that are offered in various engineering and technical disciplines.

We aim to ensure equal participation of women and men in all areas of our business, and we continue to work towards addressing our current imbalance.

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

**Kevin Else – Managing Director**

