

GENDER PAY GAP REPORT 2020

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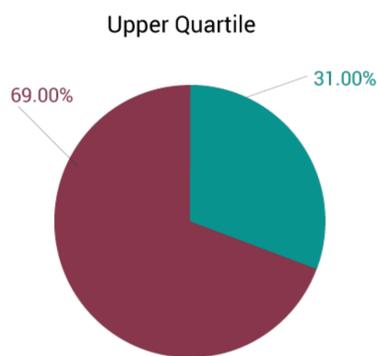
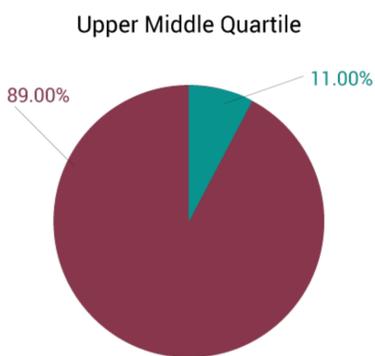
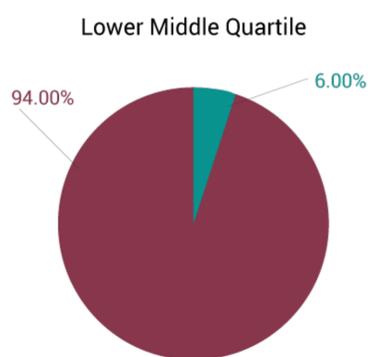
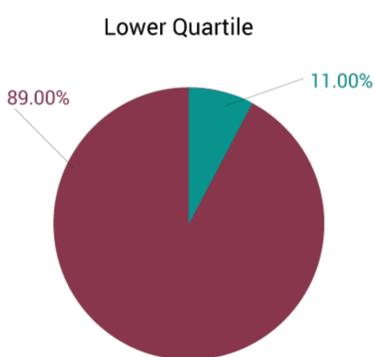
At Dee Set we are proud of our fairness and equality and are committed to ensuring equal opportunities for all of our colleagues. As such we are pleased to publish the below gender pay gap report for 2020:

The below table shows our overall mean and median gender pay gap as of 5th April 2020 the snap shot date.

	Mean	Median
Hourly Rate of Pay	26.17%	6.70%

The pie charts below show the distribution of males and females in each pay quartile, with each quartile containing approximately 492 colleagues.

Key: Female Male



Bonuses

The below table shows our overall mean and median gender pay gap for bonuses paid in the qualifying period.

	Mean	Median
Bonus Payments	100%	100%

It is important to note that only 1 colleague received a bonus in the qualifying period. This colleague was a male, working in the sales department and received the bonus relevant to their contractual sales based bonus structure.

No females received a bonus, therefore the proportion of males receiving a bonus is 0.32% and females in 0%.

Findings

Our gender pay gap remains fairly stable year on year as the nature of our business has not changed throughout the relevant pay period in which we are reporting.

On analysing the findings I am confident that all colleagues receive a rate of pay in line with their job role and performance. The main reasons for our gender pay gap remain the same and they are that we have a higher proportion of males than females working in our Store Development Department completing night work which generates a higher rate of pay, and we have a higher proportion of female colleagues under the age of 25, therefore paid at a lower rate of pay, in line with minimum wage regulations.

I am pleased to see that our median gender pay gap has reduced by 4.32%, as we have worked towards decreasing the differential in our Store Development and Merchandising departments rate of pay.

We have, and we continue to invest heavily in the Learning and Development of all of our colleagues, most recently with the introduction of a new E Learning platform, to ensure that everyone reaches their potential.

I am pleased with the overall findings of our report and will ensure that we review and continue to pay all colleagues equally and fairly in relation to their job role. In the future I would like to see more females in senior positions but we will continue to appoint colleagues following fair and transparent selection processes and ensure that we recruit the best candidate for any roles to ensure the ongoing success of Dee Set.

I confirm all data reported is accurate.

Greg Phillips, Chief Executive Officer