



Gender Pay Gap Report

2023

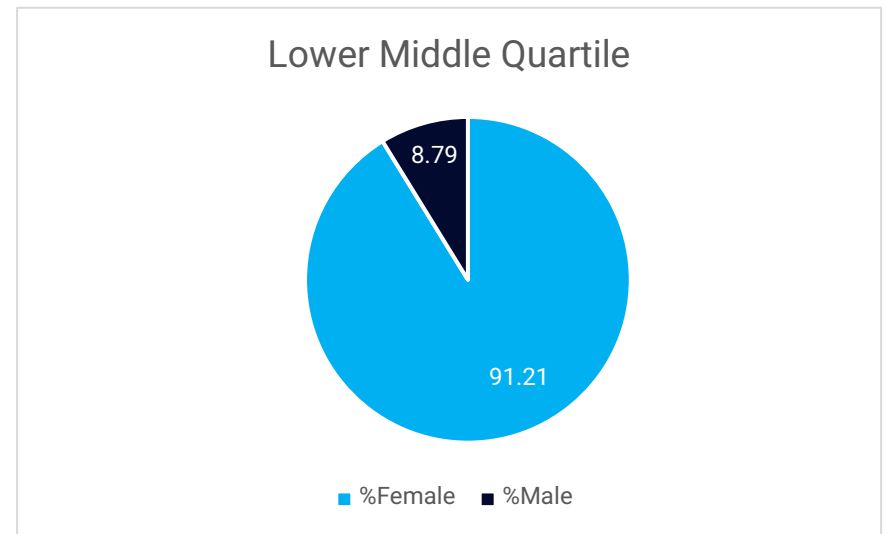
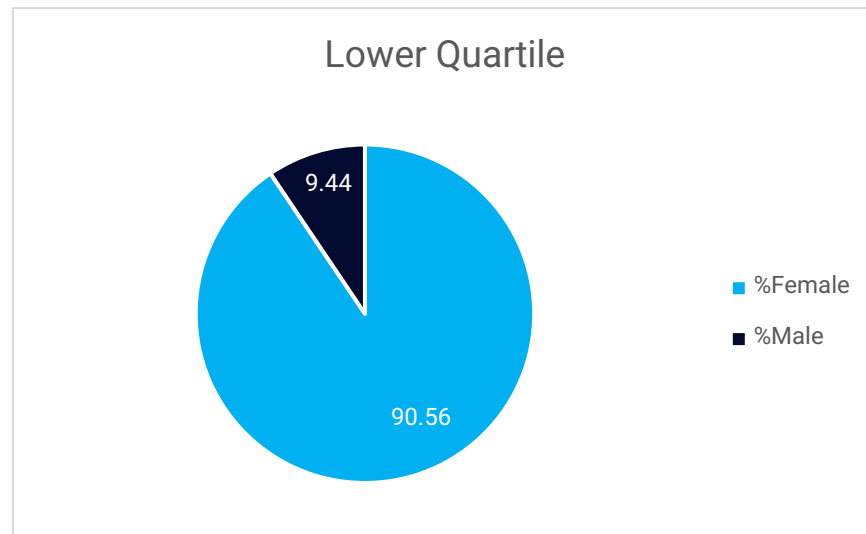
Gender Pay Gap Report 2023

At the Dee Set Group, we take great pride in upholding principles of fairness and equality. Our unwavering commitment fosters an inclusive environment to ensure equal opportunities for each and every one of our colleagues. As such we are pleased to publish the below Gender Pay Gap Report for 2023:

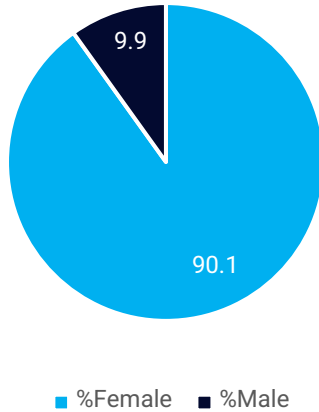
The below table shows our overall mean and median gender pay gap as of the snapshot date of 5th April 2023.

	Mean	Median
Hourly Rate of Pay	11.32%	7.99%

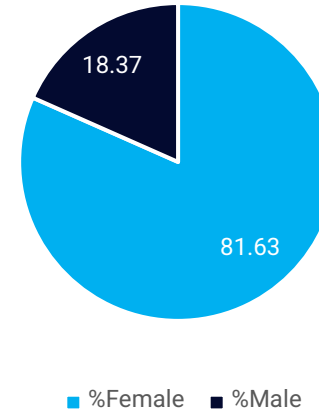
The pie charts below show the distribution of males and females in each pay quartile, with each quartile containing approximately 801 colleagues. (dark blue=male, blue=female)



Upper Quartile



Upper Middle Quartile



Bonuses

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

	Mean	Median
Bonus Payments	63%	68.1%

The below table shows the proportion of males and female relevant employees receiving a bonus for the qualifying period.

	Male	Female
Bonus Payments	29.6%	9.23%

Findings

With no major changes to our operating model in the qualifying period, our 2023 gender pay gap remains similar to 2022. We are pleased to see an 8.7% decrease in the mean gender pay gap and 2.62% increase in the median gender pay gap.

Our pay gap is correlated to the demographic of our workforce, in that the majority of our hourly paid colleagues are female, and we have a higher proportion of female than male colleagues under the age of 25, therefore paid at a lower rate of pay, in line with minimum wage regulations.

2023 has seen more females in higher positions within the Dee Set Group, which is highlighted by the 8.7% decrease in the mean gender pay gap. We will continue to appoint and promote colleagues into roles appropriate to their skill set and behaviours using our online automated recruitment software.

In 2023, I am pleased to report that 29.6% of male relevant employees received a bonus and 9.23% of female relevant employees received a bonus. This is an increase by approximately one third in the number of female relevant employees receiving a bonus compared to one fifth of male relevant employees receiving a bonus.

I am confident that all colleagues receive a rate of pay, and bonus pay in line with their job role and performance, and I am pleased with the overall findings of our report.

I confirm all data reported is accurate.



Greg Phillips
Chief Executive Officer



Dee Set

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