



Gender Pay Gap

REPORT 2024

Helping Retailers
and Brands Sell More



Introduction

Gender Pay Gap Report 2024

At the Dee Set Group 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 2024:

The below shows our overall mean and median gender pay gap as of the snapshot date of 5th April 2024.

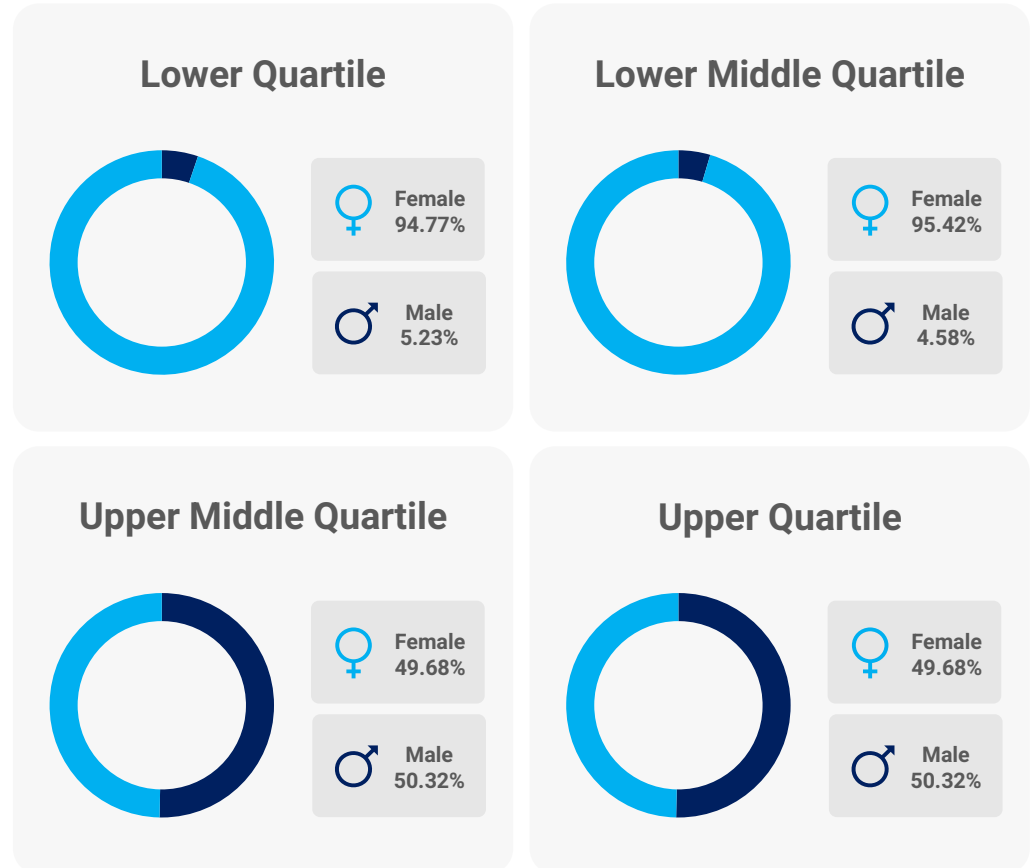
24.39% | Mean Hourly Rate of Pay

6.33% | Median Hourly Rate of Pay

The Data

The charts below show the distribution of males and females in each pay quartile, with each quartile containing approximately 153 colleagues.

(blue=female, dark blue=male)



Bonus Payments

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

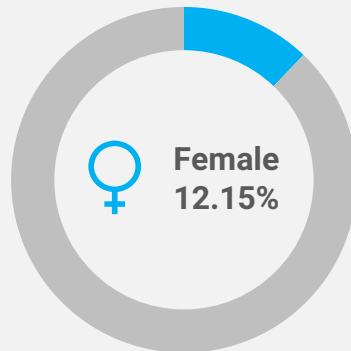
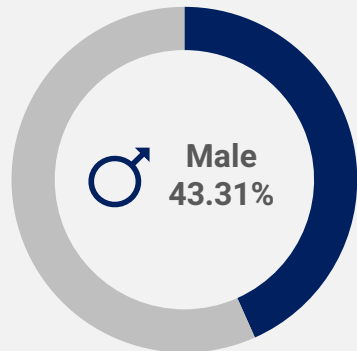
60.85% | Mean Bonus Payments

68.92% | Median Bonus Payments

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

Bonus Payments

Male and Female Comparison for 2024



Findings

Our 2024 Gender Pay Gap Report remains predominantly in line with previous reports as expected as our business model remained consistent throughout the snapshot date. Our pay gap correlates 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.

2024 continued to see more females appointed to senior positions throughout the Dee Set Group and we will continue to appoint and promote colleagues into roles appropriate to their skill set and behaviours using our online automated recruitment software.

In the last 12 months, we have continued to promote activities that make Dee Set an appealing option for all colleagues and applicants. This includes:

- Flexible working patterns
- Agile and hybrid working opportunities
- Launch of Carers Policy
- Diversity, Equity & Inclusion focus groups, including Women in Leadership and Carers groups
- Participation in a Women in Leadership apprenticeship scheme

Throughout the qualifying period, bonuses were paid in line with colleagues job roles and performance. Since the snapshot date, we have introduced a Group Continuous Performance Review process for all salaried colleagues. The use of data will ensure that the process is objective with performance ratings. The colleague rating will determine the end of year 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
Managing Director



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