

# GENDER PAY GAP REPORT - OUR COMMITMENT

## What Is Gender Pay Gap Reporting

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

Under new legislation that came into force in April, UK employers with more than 250 employees are required to publish their gender pay gap. Decreasing the gender pay gap is a topic we've taken a leading position on for some time, as can be seen in our median figures.

Having a gender pay gap doesn't necessarily mean that unlawful discrimination is happening. Publishing and monitoring pay gaps will help us understand the reasons for any gap and consider whether they need to develop action plans to tackle the causes.

Continuing to publish and monitor the gender pay gap, in line with the regulations, will help employers monitor how effective their actions are in reducing it.

## Our Commitment

Analysing and reporting our gender pay gap has proved to be a critical measurement against which we review our progress annually.

While all our data shows that we have identified, and are focusing on, the right actions, it also shows that in order to maintain, and improve on, the current levels it will need to be a continuous point of focus at Director level.

Our aim is for everyone throughout the group to be able to build and sustain a successful career. We believe this can be achieved by promoting a diverse and flexible working environment for our teams to operate in.

We are aiming to put in place a number of initiatives to support women to progress their careers in all areas of the business. Having a diverse and inclusive workplace where everyone can reach their full potential is critical to our success.

We strive to eliminate any gender bias in our pay and remuneration systems and understand that equal pay between males and females is a moral obligation and a legal right in accordance with the Equality Act 2010.



# GENDER PAY GAP REPORT - OUR 2017 FIGURES

DUNRAVEN MANUFACTURING LTD

UK\*  
\*Based on estimates from the National Office of  
Statistics' Annual Survey of Hours and Earnings 2017

PAY QUANTILES -  
Proportion of Male & Females in each pay quartile

Median  
Pay Gap

0.1%

18.4%

Mean  
Pay Gap

9.4%

17.4%

