



DD Products & Services Gender Pay Gap

2023



Foreword

This document has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017 whereby all UK Companies employing over 250 people are required to report on their gender pay gap.

DD Products & Services Ltd (DDPS) is committed to fostering an inclusive workplace where diversity is celebrated and equality is a fundamental principle. As a business we are committed to identifying the gap in our gender pay and actively working hard to close it by building a fair and equitable environment with employees having equal access to employment, pay and development opportunities.



Sam Tyrer

Chief Executive Officer



Gender Pay Gap

Gender pay gap reporting shows the overall difference in the average pay for all men and women across DDPS. It doesn't compare what men and women are paid for doing the same job. Where a business has more men than women in its higher paid jobs, this will create a gender pay gap.

At DDPS we remain driven and committed to reducing the gender pay gap and are pleased to share that our gender pay gap continues to reduce year on year. 2022 data showed 14.84 % as our Mean Gender Pay Gap and 12.94% as our Median Gender Pay Gap. Throughout 2023 our efforts have centred on fostering an environment of equality and opportunity for all employees. We are pleased to report that through these efforts, we have observed a 50%-60% reduction in our gender pay gap. We've provided targeted training and development programs, encouraged career progression based on merit, and reviewed our hiring and promotion practices to ensure fairness and eliminate biases.

Gender Pay Gap - Mean

2023	2022
7.17%	14.84%

Gender Pay Gap - Median

2023	2022
5.05%	12.94%

Mean pay gap in hourly pay as a % of men's pay

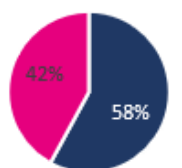
Median pay gap in hourly pay as a % of men's pay

The 2023 Mean Gender Pay Gap (the difference between men's and women's average hourly pay) is 7.17% and the median is 5.05%. In monetary terms, the mean hourly difference in ordinary pay is £1.23 compared to £2.57 in 2022 and the median hourly difference is £0.65 compared to £1.67 in 2022.

Men and Women in each Pay Quartile

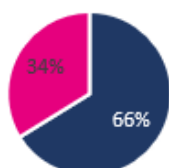
We have sorted our colleagues in order from the highest to the lowest paid and then split them into four groups of equal numbers of people. The top quartile shows that we still have more men than women in our most senior roles but we are constantly reviewing our Recruitment and HR policies and procedures to make positive changes where required, and we are determined to continue improving the diversity of our workforce at all levels to properly reflect the culture of our business.

Upper Quartile



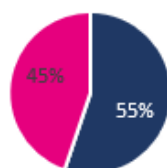
MALE FEMALE

Upper Middle



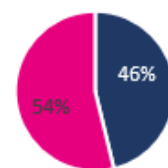
MALE FEMALE

Lower Middle



MALE FEMALE

Lower Quartile



MALE FEMALE

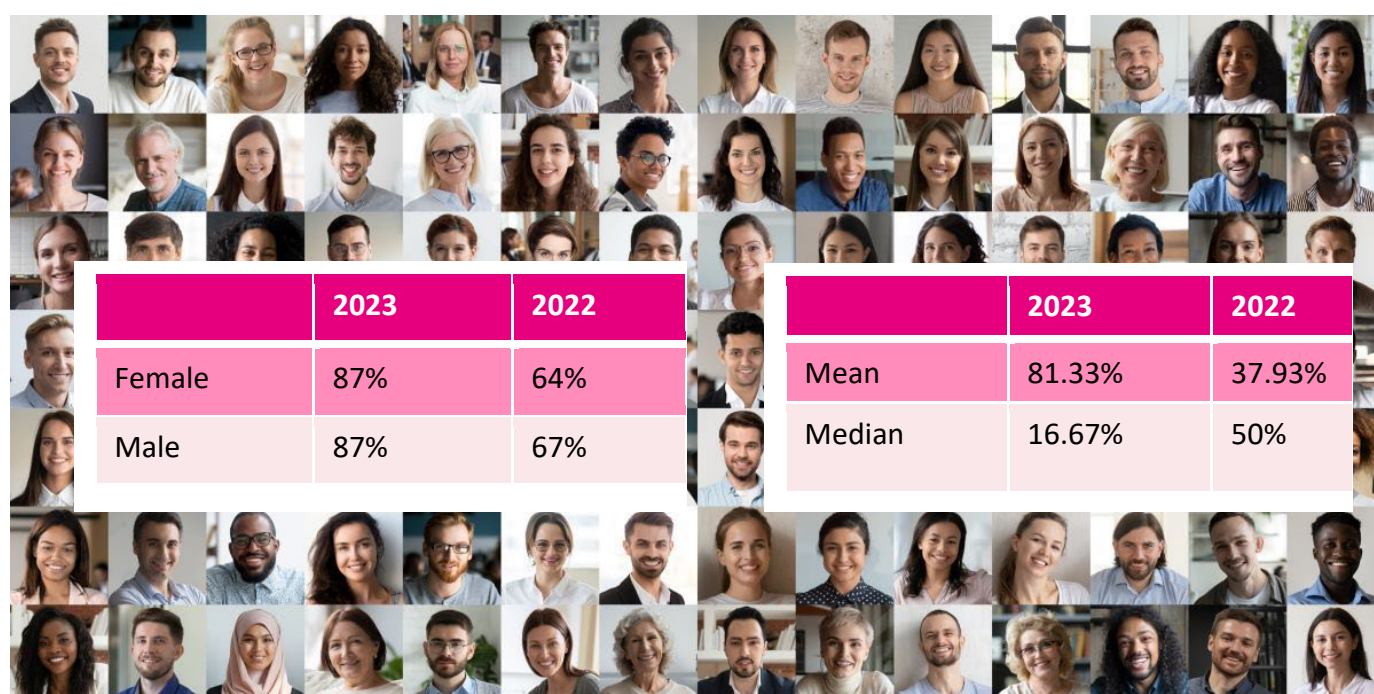


Gender Pay Gap in Bonus

As part of DD Products and Services Ltd.'s commitment to promoting fairness and equality, we are pleased to report that more men and women have received a bonus payment in the year in review (2023) than in the previous year (2022)

An equal percentage of men and women received bonuses in 2023 and we are committed to maintaining this level of fairness in bonus distribution and will continue to uphold these principles in the years to come.

Proportion of Males and Females who received Bonus Payments



The data highlights that men received higher bonuses than women. Our part time workforce is made up of 78% more women than men and therefore bonus payments are pro-rated accordingly. The gap is largely influenced by men in the upper and upper middle quartiles who receive larger bonus payments.

Approach to pay

DDPS is committed to being open and fair in how we pay our colleagues. This helps us to compete for skills and talent, encourage and reward those doing a great job. We are committed to be an above National Living Wage employer. This is a significant investment that recognises the vital role that our colleagues continue to play.