

## GENDER PAY GAP REPORT

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, UK companies with over 250 employees are required to report their gender pay gap based on a 'snapshot' date of 5 April 2021.

The calculations required to be published are:

- The percentage of men and women in each hourly pay quarter
- The mean gender pay gaps between men and women using hourly pay
- The median gender pay gap between men and women using hourly pay
- The percentage of men and women receiving bonus
- The mean gender pay gap between men and women using bonus pay
- The median gender pay gap using bonus pay

The calculations are shown as a percentage (rounded to one decimal place) and published on both our Company website [www.dandara.com](http://www.dandara.com) and the designated government website [www.gov.uk/genderpaygap](http://www.gov.uk/genderpaygap)

The pay gap calculations reported below relate to the snapshot date of 5 April 2021.

Proportion of male and female employees in each pay quartile.

Pay Quartile	Male (%)	Female (%)
Upper Quartile	83	17
Upper Middle Quartile	68.8	31.2
Lower Middle Quartile	81.7	18.3
Lower Quartile	75.6	24.4

	Mean (%)	Median (%)
Gender Pay Gap	9.8	-3.3
Gender Bonus Gap	15.5	33.8

	Male (%)	Female (%)
Proportion of employees receiving a bonus	59.7	78.4

### Declaration

I can confirm that the information and data provided in this statement is accurate and in line with the UK Government Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Paul Smith  
Human Resources Director