

GENDER PAY REPORTING

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 in a given year.

The calculations required to be published are:

- the mean and median gender pay gaps in hourly pay and bonuses between men and women,
- the proportion of males and females receiving bonus payments, and
- the proportion of males and females in each pay quartile

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

The pay gap calculations reported below relate to the snapshot date of 5 April 2018 and the 12 months prior to that date for the bonus gap calculations.

| | Mean | Median |
|------------------|------|--------|
| Gender Pay Gap | 19.4 | 29.6 |
| Gender Bonus Gap | 14 | 19.1 |

| | Male | Female |
|---|------|--------|
| Proportion of employees receiving a bonus | 66 | 79.7 |

Proportion of male and female employees in each pay quartile

| Pay Quartile | Male | Female |
|-----------------------|------|--------|
| Lower Quartile | 67.9 | 32.1 |
| Lower Middle Quartile | 74.1 | 25.9 |
| Upper Middle Quartile | 86.4 | 13.6 |
| Upper Quartile | 88.8 | 11.3+ |

Declaration:

I 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.

James P Nugent
Director, Dandara Limited
April 2019

