

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 31 March 2020 and 5 April 2020.

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 and the designated government website www.gov.uk/genderpaygap

The pay gap calculations reported below relate to the snapshot date of 5 April 2020.

Proportion of male and female employees in each pay quartile.

Pay Quartile	Male	Female
Upper Quartile	83.4	16.6
Upper Middle Quartile	79.2	20.8
Lower Middle Quartile	78.3	21.7
Lower Quartile	71.7	28.3

	Mean	Median
Gender Pay Gap	17.6	7.3
Gender Bonus Gap	25.3	4.8

	Male	Female
Proportion of employees receiving a bonus	62.5	67

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