

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 are published below and on the designated government website gender-pay-gap.service.gov.uk.

The pay gap calculations reported below relate to the snapshot date of 5 April 2017 and the 12 months prior to that date for the bonus gap calculations.

	Mean	Median
Gender Pay Gap	22.7	28.0
Gender Bonus Gap	-1.0	33.1

	Male	Female
Proportion of employees receiving a bonus	60.1	88.1

Proportion of male and female employees in each pay quartile

Pay Quartile	Male	Female
Lower Quartile	69.8	30.2
Lower Middle Quartile	71.4	28.6
Upper Middle Quartile	82.5	17.5
Upper Quartile	88.7	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.



Peter Cowin
Finance Director, Dandara Limited
June 2018