



Human Resources

Gender Pay Gap Report 2022

Gender Pay Gap Statement 2022

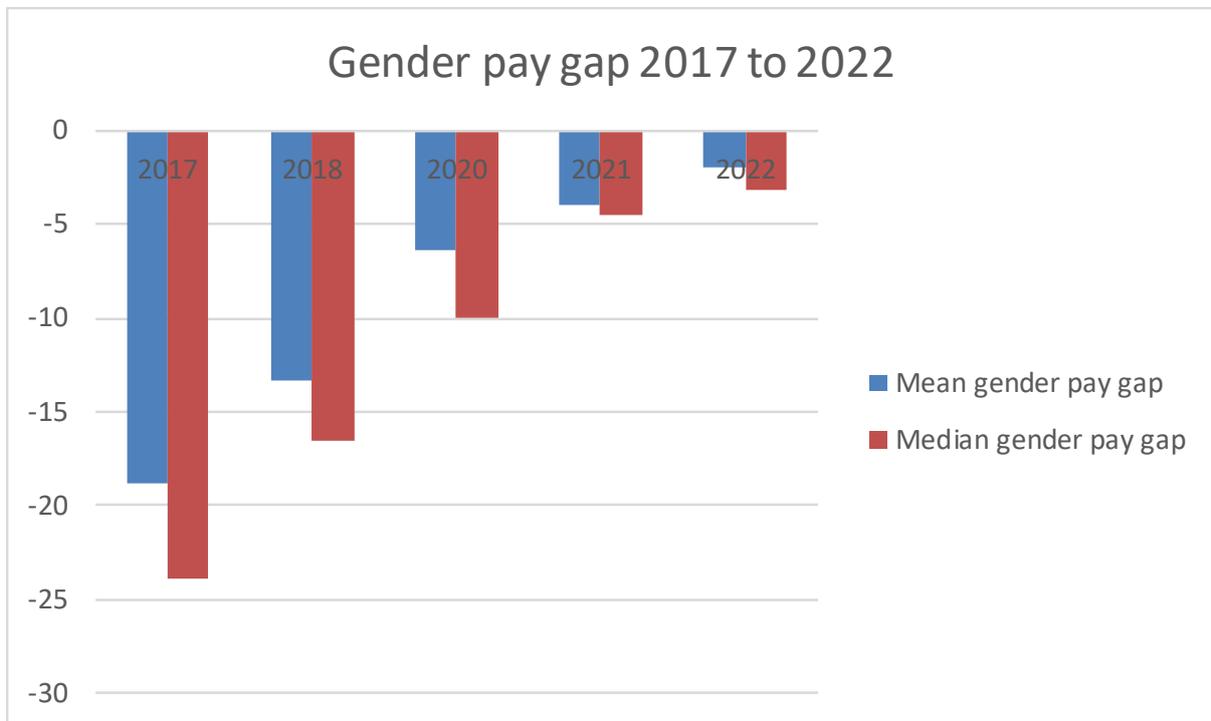
Day Group Ltd handles over five and a half million tonnes of construction material each year, as well as providing services to the construction, demolition, water treatment and recycling industries.

Day Aggregates, Day Contracting and Day Equestrian are amongst the divisions that make up the Group.

At the time of the data snapshot on 5th April 2022 the Company had experienced further growth with 170 starters in the reporting period and 119 leavers. 15.3% of the new joiners were female and 9% of the leavers were female. In the reporting period the number of females in the Upper and Lower quartiles increased, with the number decreasing in the lower middle quartile.

The gender pay gap has continued to decrease, with now only a -1.96% mean and -3.15% median gap. This can be attributed to how the annual pay increases in August 2021 were applied and a reworking of some contracts of employment that better reflected the hours worked, which resulted in hourly rates for these people increasing.

Most of our female workforce are still employed in office-based support and management functions, however, we continue to grow our female HGV driver cohort and the number of females in the Logistics function. Both the mean and median gender pay gaps remain negative but have decreased further. The chart below illustrates the narrowing in our gender pay gap since 2017.



Just under 98% of men and women received a bonus during the reporting period. This is due to bonuses being paid more frequently during the period, so only a few employees have not been eligible for a bonus due to not having qualifying service. During the period the annual bonus was paid as a half and full year bonus. A special cost of living bonus of £400 was awarded to all employees in March 2022. For the first time we have recorded a median bonus pay gap. This is due to a retention bonus for drivers being introduced in the period, with the vast majority of this section of the business male. This has created a median bonus pay gap of 22.5%. This retention bonus has been paid during the next reporting period but is no longer active.

The Company is committed to continuing to work towards minimising the gender pay gap and improving equity and diversity in the organisation. Training continues to be rolled out raising awareness and the business as a whole continues to strive to demonstrate its inclusivity and how we can recruit from a wider pool of talent. We will continue to work with industry bodies to attract women to operational roles in the industry.



David Churchill BA(Hons) FCMA CGMA
Company Secretary

Day Group Ltd Gender Pay Gap Report 5th April 2022

Overall percentage difference in:

| | |
|--|---------------|
| Mean hourly pay difference between male and female employees | -1.96% |
| Median hourly pay difference between male and female employees | -3.15% |

Overall percentage difference in:

| | |
|--|---------------|
| Mean bonus payment | 72.06% |
| Median bonus payment | 22.58% |
| Proportion of males who received bonus | 97.82% |
| Proportion of females who received bonus | 97.96% |

Percentage of male and female employees according to each quartile hourly pay bands

| | |
|-----------------------|---------------|
| Upper quartile Male | 77.94% |
| Upper quartile Female | 22.06% |

| | |
|------------------------------|--------------|
| Upper middle quartile Male | 85.4% |
| Upper middle quartile Female | 14.6% |

| | |
|------------------------------|--------------|
| Lower middle quartile Male | 91.2% |
| Lower middle quartile Female | 8.8% |

| | |
|-----------------------|--------------|
| Lower quartile Male | 80.3% |
| Lower quartile Female | 19.7% |