



Human Resources

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# **Gender Pay Gap Report 2020**

## Gender Pay Gap Statement 2020

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

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

Since the last report in 2018 there has been an increase in females in Logistics roles based on site weighbridges and female LGV drivers, although this still equates to only 2% of LGV drivers in the organisation.

At the time of the data snapshot on 4<sup>th</sup> April 2020, around 40% of the workforce were furloughed due to the Covid 19 pandemic. The vast majority of those furloughed were LGV drivers and site operatives. These job roles are predominantly held by male employees which has resulted in a large number of male employees being excluded from the reporting data.

Most of our female workforce are employed in office-based support and management functions, rather than operational roles and remained working during the past 12 months. Both the mean and median gender pay gaps remain negative, but at a lower rate in comparison to previously reported years. These figures are influenced by the number of males furloughed and consequently excluded from the reporting period.

A low proportion of both male and female employees did not receive a bonus as they were not eligible due to not being employed during the relevant trading period. The 0% median difference reflects the Company's practice of paying the same annual bonus to the majority of staff.

The Company is committed to continuing to work towards minimising the gender pay gap and improving equality and diversity in the organisation. A new training module on Equality and Diversity is being launched in the coming months and 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 5<sup>th</sup> April 2020

### Overall percentage difference in:

Mean hourly pay difference between male and female employees	<b>-6.32%</b>
Median hourly pay difference between male and female employees	<b>-10.03%</b>

### Overall percentage difference in:

Mean bonus payment	<b>41.54%</b>
Median bonus payment	<b>0%</b>
Proportion of males who received bonus	<b>98.20%</b>
Proportion of females who received bonus	<b>98.60%</b>

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

Upper quartile Male	<b>77.8%</b>
Upper quartile Female	<b>22.2%</b>
Upper middle quartile Male	<b>90.9%</b>
Upper middle quartile Female	<b>9.1%</b>
Lower middle quartile Male	<b>93.9%</b>
Lower middle quartile Female	<b>6.1%</b>
Lower quartile Male	<b>86.9%</b>
Lower quartile Female	<b>13.1%</b>