

Gender Pay Gap Report



Gender Pay gap Reporting at Dynniq UK Ltd

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay Reporting requires our organisation to make calculations based on employee gender. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation.

We are required to publish the results on our own website and a government website based on the snapshot date of 5th April 2018.

According to the Office of National Statistics, the UK's current median gender pay gap, as of April 2018, is 17.9%. The causes of gender pay gap can be complex, such as working hours and the number of men and women in different roles across the business.

The challenge in our organisation and across Great Britain is to eliminate any gender pay gap.

Dynniq UK results for the snapshot date of 5th April 2018

We are able to report that the gender pay gap at Dynniq shows that female employees are paid slightly more, on average, than male employees. This has shown an improvement since last years report.

We are committed to monitoring and addressing this gap and recognising individuals for their skills and expertise regardless of gender.

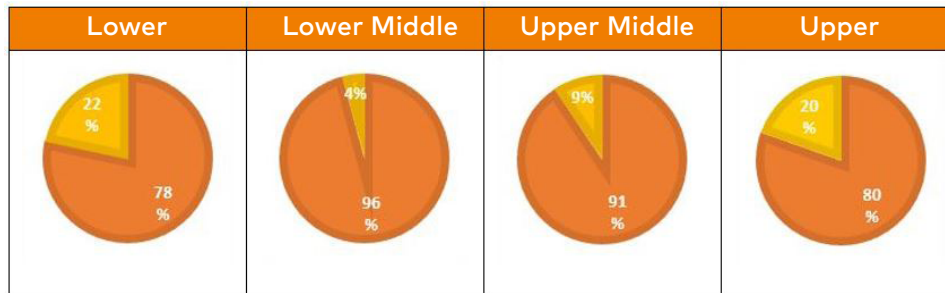
Gender Pay Gap: Average Hourly Pay	
Average gender pay gap as a mean average:	-5.16%
Average gender pay gap as a median average:	-1.10%

Employee by pay quartiles

Employers have been asked to split their workforce into four groups based on average hourly pay, and to show the proportion of male and female employees in each quartile.

The Dynniq employee demographic is on average 85% male to 15% female.

Female employees are spread across the pay quartiles with the highest ratios in the lower and upper quartiles. In our last report, females were most highly represented within the lower quartile. The shift we see here, represents the progress we have made in addressing the gap by recruiting a number of females into more senior roles.



Bonus Pay

Employers have been asked to report on the mean and median difference in bonus pay of male and female employees as well as the proportion of employees receiving a bonus as a % of all relevant employees by gender.

Gender Pay Gap: Bonus Pay	
Average bonus gender pay gap as a mean average:	1%
Average bonus gender pay gap as a median average:	-38%
Proportion of males receiving a bonus payment:	23%
Proportion of females receiving a bonus payment:	15%

Moving Forward

Looking behind the numbers, the reason for the bonus pay gap, in terms of proportions, is largely due to the pay structure; senior roles take part in an incentive scheme and the majority of employees within senior roles are male. To address this we are working towards introducing an all-inclusive incentive scheme to provide the opportunity to all employees to receive reward based on their individual contribution.

Dynniq is committed to being an organisation which recognises individual's contribution and offers fair and equitable pay to all colleagues.

I confirm that the data published in this report is accurate.

Tony O'Brien, Managing Director, Dynniq UK Ltd.