

# 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 2019.

According to the Office of National Statistics, the UK's current median gender pay gap, as of April 2019, is 17.3%.

The root causes of gender pay gap can be complex, such as working hours, education, the size of the organisation a person is employed in and occupational segregation (women being under-represented in managerial and high-paying professional occupations).

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 2019**

For our third year of reporting our Gender Pay Gap, we are able to report that in 2019 Dynniq's gender pay gap shows that male employees are paid slightly more, on average, than female employees. Although this is significantly lower than the UK average of 17.3% median, according to the Office of National Statistics.

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

<b>Gender Pay Gap: Average Hourly Pay</b>	
Gender pay gap as a median average:	2.14%
Gender pay gap as a mean average:	3.84%

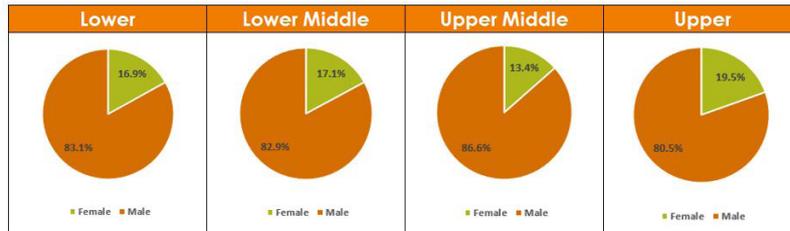


### Employee by pay quartiles

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

As of the snapshot date, the Dynniq employee demographic is 83% male to 17% female. This is an improvement in overall gender balance from 85% male, and 15% female in 2018.

Female employees remain spread across the pay quartiles, with the highest proportions in the lower middle and upper pay quartiles. Last year's report showed that females were most highly represented within the lower and upper pay quartiles. The main change we see here, is due to an increased female population in the lower middle pay quartile and a decrease in the upper pay quartile.



### Bonus Pay

Employers have also 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.

process in 2019 ensuring every employee has the chance to be reviewed against the organisational objectives and rewarded appropriately for individual and group performance.

Whilst our bonus pay gap appears high, 40.0% (Median) in favour of men, all our employees are eligible for performance related incentives, however a higher proportion of males were awarded either a performance or recruitment referral bonus in the repeating period. This is not to be unexpected considering our gender balance across the organisation, heavily favours male employees. To address this, we implemented a new performance review

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

Bonus Pay Gap	
Average bonus gap as a median	40.0%
Average bonus gap as a mean	79.0%
Proportion of males receiving a bonus	4.0%
Proportion of females receiving a bonus	5.5%

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

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