



# DD Products & Services Gender Pay Gap

2024



# Foreword

This document has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) regulations 2017 whereby all UK Companies employing over 250 people are required to report on their gender pay gap.

DD Products & Services Ltd (DDPS) is committed to fostering an inclusive workplace where diversity is celebrated and equality is a fundamental principle. As a business we are committed to identifying the gap in our gender pay and actively working hard to close it by building a fair and equitable environment with employees having equal access to employment, pay and development opportunities.



**Sam Tyrer**

Chief Executive Officer

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## Gender Pay Gap

Gender pay gap reporting shows the overall difference in the average pay for all men and women across DDPS. It doesn't compare what men and women are paid for doing the same job. Where a business has more men than women in its higher paid jobs, this will create a gender pay gap.

At DDPS we are committed to fostering an inclusive workplace where everyone is rewarded fairly for their hard work and contribution towards the success of the business. This year we are pleased to report significant progress in reducing the gender pay gap, reflecting our ongoing efforts to promote gender equity across the business. The reduction in the mean gender pay gap from 7.17% in 2023 to **only 1.45%** in 2024 demonstrates the effectiveness of initiatives we have implemented over the past year. These include increasing representation of women in leadership roles, equitable pay reviews, and enhanced support for career development.

While our commitment to gender pay equity remains strong, we recognise that our median gender pay gap has increased compared to the previous year. Several factors have contributed to this shift:

- Structural changes in our workforce – a higher proportion of women have joined DDPS at mid to lower level positions, whilst our senior men remain in their roles.
- Recruitment and promotion trends – due to the nature of our business there have been a higher rate of promotions into management roles in our Engineering field.

### Gender Pay Gap - Mean

2024	2023
1.45%	7.17%

Mean pay gap in hourly pay as a % of men's pay

### Gender Pay Gap - Median

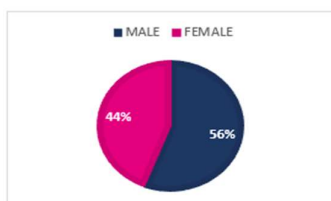
2024	2023
11.74%	5.05%

Median pay gap in hourly pay as a % of men's pay

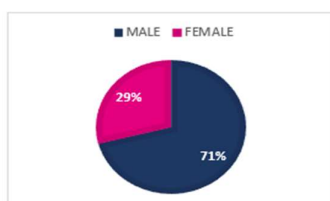
## Men and Women in each Pay Quartile

We have sorted our colleagues in order from the highest to the lowest paid and then split them into four groups of equal numbers of people. The results remain consistent year on year.

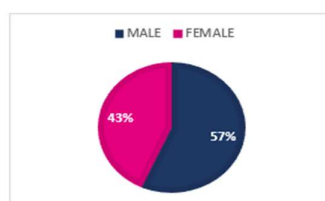
Upper Quartile



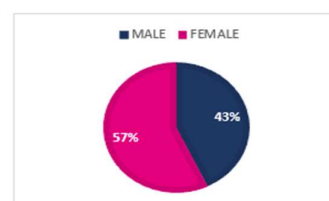
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile

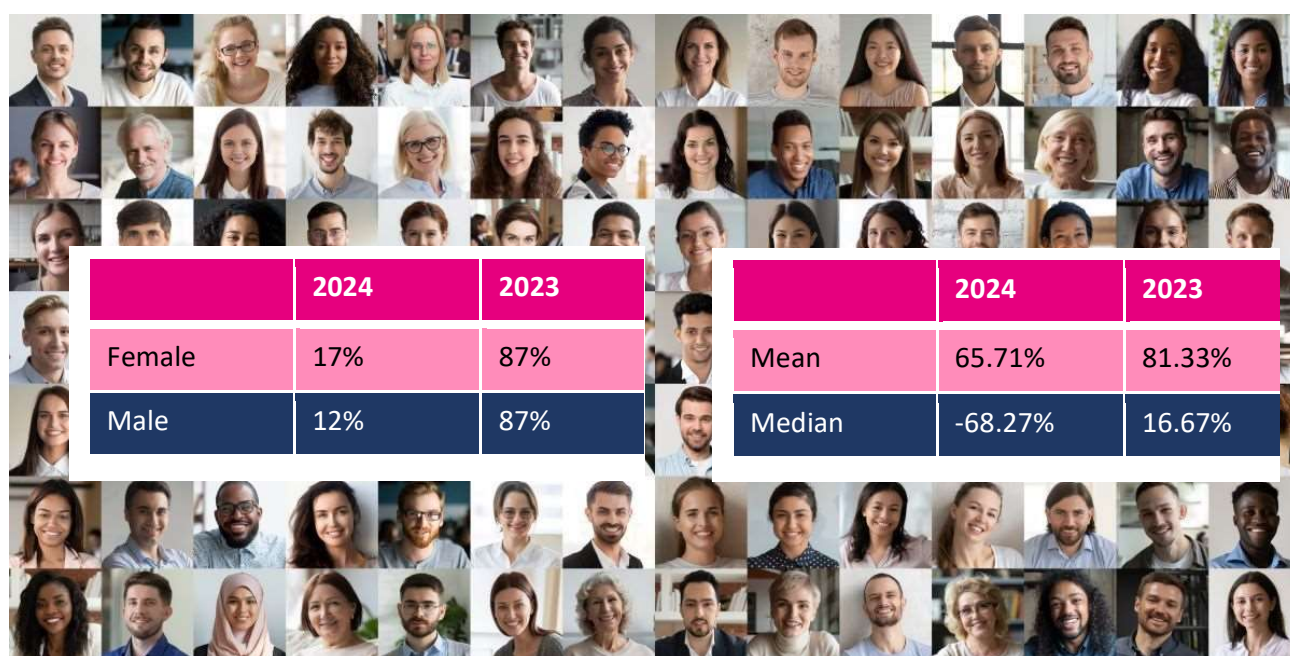




## Gender Pay Gap in Bonus

Due to a change in our financial year and change to the annual bonus scheme payout month, our gender pay gap in bonus results has been impacted so is not a like for like comparison. However, we are pleased to report that more women than men have received a bonus payment in the year in review than in the previous year.

### Proportion of Males and Females who received Bonus Payments



The data indicates that a greater proportion of women received a bonus in comparison to men. This outcome reflects our ongoing commitment to equitable reward structures and may be attributed to factors such as an increase in female representation in roles eligible for bonuses and a strong performance record among women in the business.

The results of this report highlight a positive trend in ensuring more women are recognised for their contributions through bonus rewards. However, we remain focused on maintaining fairness and equity in all aspects of remuneration, striving for a balanced and inclusive workplace where every employee is valued and rewarded appropriately.

## Approach to pay

DDPS is committed to being open and fair in how we pay our colleagues. This helps us to compete for skills and talent, encourage and reward those doing a great job. We are committed to be an above National Living Wage employer. This is a significant investment that recognises the vital role that our colleagues continue to play.