

Gender Pay data

Item 1 The % difference in MEAN hourly pay between female staff vs male staff 28%

Item 2 The % difference in MEADIAN hourly pay between female staff vs male staff 41%

Item 3 The % difference in MEAN bonus payments between female staff vs male staff (12 month history) 57%

Item 4 The % difference in MEDIAN bonus payments between female staff vs male staff (12 month history) 100%

Item 5 The % of male staff who receive a bonus (12 month history) 90%

The % of female staff who receive a bonus (12 month history) 98%

Item 6 The proportion of relevant male and female employees within each quartile pay band

PAY QUARTILE	FEMALE	MALE
LOWER	8.6%	16.4%
LOWER-MIDDLE	11.1%	13.9%
UPPER-MIDDLE	1.2%	23.8%
UPPER	2.5%	22.5%
TOTAL	23.4%	76.6%

Dale Power Solutions Gender Pay Report

At Dale Power Solutions, we are committed to foster an inclusive and equitable workplace, where all our employees feel valued and respected. Our gender pay report provides a transparent overview of the gender pay distribution across different levels within our organisation.

We recognise the importance of addressing the gender pay gap and are proud to share the progress we have made in this area.

At Dale Power Solutions, our data indicates a gender pay gap that is reflective of the broader trends within our industry.

Our overall gender pay gap is currently 28%, in 2022 (our last Gender Pay reportable period) the gap was 30%. The distribution highlights a concentration of women in administrative roles, a common trend in the engineering and manufacturing sectors.

National benchmarks show that in the engineering sector, women make up about 12% of the workforce. At Dale Power Solutions, we are above the national average and a total of 23% of the workforce is female. We recognise that there is significant room for improvement and continue to promote equality across the workplace.

To address these disparities, we have implemented several strategic initiatives aimed at promoting gender equality. Our policies are designed to support women's career progression through targeted recruitment efforts, mentorship programs, and leadership development opportunities. Furthermore, we regularly review our pay structures to ensure fairness and equity across all levels of our organisation.

We understand that closing the gender pay gap requires ongoing commitment and transparency. By benchmarking our progress against national data, we can better understand where we stand and identify areas for further improvement. As part of our dedication to fostering an inclusive workplace, we will continue to monitor our gender pay gap and implement effective measures to support the advancement of women within Dale Power Solutions.

For more information and a detailed breakdown of our gender pay gap report, please contact our HR department. We are committed to keeping our stakeholders informed and involved as we strive towards a more equitable future.