





“ We are committed to creating a fulfilling, diverse and inclusive place to work. We firmly believe all our people should be fairly represented and rewarded for their contribution at all levels of the company. ”

Introduction from Kate Norman, Chief Organisation & Development Officer at David Brown Santasalo

As part of our obligations to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we have undertaken the six necessary calculations which show the difference between average earnings of males and females in our organisation.

All public, private and voluntary sector organisations with over 250 or more employees have to report on their gender pay gap using six different measures. This has been undertaken annually since April 2018. We publish our data on the government sponsored website as well as our own website.

This data is based on David Brown Santasalo UK Limited, hereafter referred to as DB Santasalo.

As an employer who values equality, we see this as a positive step and will continue to analyse the data and take action when necessary.

Our commitment

DB Santasalo are realistic about the challenges we face and the historical composition in our industry. We are not afraid to establish new ways of thinking to find solutions and improve diversity across the whole Organisation. We will achieve our commitment to the elimination of bias in the workplace by:

- Discussing our gender pay gap openly, transparently and continuously as part of our Executive & Leadership team agendas
- Actively promoting our Whistleblowing Policy and asking all our people to let us know when they see any actions which don't meet our high standards of behaviour
- Embedding good practice into all our performance management, pay & reward and resourcing processes

DB Santasalo Gender Pay Gap Report

The gender pay gap report measures the difference between male and female average earnings regardless of the nature of their work.

What is the gender pay gap?

It is important to note that the gender pay gap is not the same as pay equality. Paying males and females differently for work of equal value has been unlawful since the Equal Pay Act in 1970. We have analysed our data and are confident that we do not discriminate between males and females who carry out the same roles with equivalent knowledge, skills and experience.

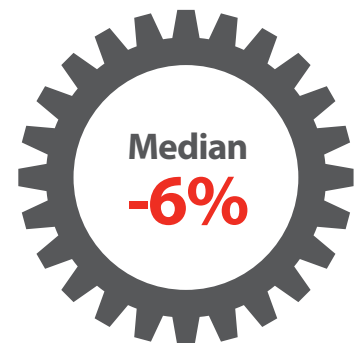
That doesn't mean we are complacent. We will do more to actively encourage females to develop their careers in ways which suit them and by providing a working environment that is inclusive for all.

The Mean calculation measures the average pay or bonus for a female against that of a male.

The Median calculation compare the 'middle' pay or bonus for a female and the 'middle' pay or bonus for a male when all values are distributed from high to low.

Our Gender Pay Gap shows DB Santasalo employs a smaller number of females to males and the majority of these females are employed in either management or senior level roles.

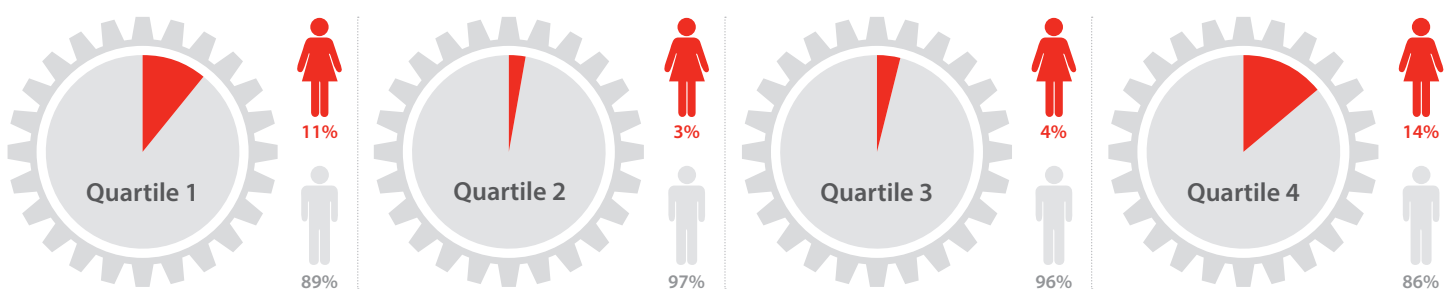
Since 2018 our Mean Gender pay gap has reduced from -34% to -16% and the Median from -26% to -6%. Additionally we have employed more females within the business each year.



Pay Quartiles

DB Santasalo is committed to equal employment opportunities and actively seeks to promote and develop internal talent.

The pay quartile data shows that DB Santasalo typically employ more males than females across all 4 quartiles. We believe this is attributed to females being under represented within our industry and steps such as Gender Pay Gap reporting are helping to address this.



Gender Bonus Pay Gap

Our April Gender Bonus Pay Gap figures show a -19% Mean and -41% Median bonus pay gap.

Just under half of all females employed are in a bonus eligible position compared to 30% of males. However, the number of males receiving a bonus compared to females continues to be significantly higher. Our commitment to ensuring we maintain fairness and equality across our organisation will work to address this.

Our goal of attracting and retaining top talent remains unchanged to ensure DB Santasalo is fully able to adapt to future challenges and necessary change.

We can confirm that our data has been calculated according to the The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

