

DEXTRA SERVICES LIMITED

GENDER PAY REPORTING FOR 2018/19

Dextra Services Limited is the only Company within the Dextra Group that needs to prepare a report.

The details for 2018/19 are as follows;

Difference in mean hourly rate of pay	14.4%
Difference in median hourly rate of pay	10.1%
Difference in mean bonus pay	46.0%
Difference in median bonus pay	23%

Percentage of employees who received bonus pay

Male	100%
Female	100%

Employees by pay per quartile	Male	Female
Upper Quartile	91.5%	8.5%
Upper Middle Quartile	84.0%	16.0%
Lower Middle Quartile	53.2%	46.8%
Lower Quartile	51.0%	49.0%

The results are skewed because of a number of factors, relating to the availability of candidates for particular positions, length of service, Charge-hands, Supervisors, Managers & Directors all being included in one set of calculations.

Wherever possible we welcome applicants from all sexes to apply for any position, however we do currently have a predominance of males in some particular areas such as commercial vehicle drivers, metal-shop and paint-line areas. We will continue to encourage more females to apply for these roles.

The published information is accurate and based on the results of 113 female full-pay relevant employees & 263 male full-pay relevant employees.



K Brownhill
GROUP HR DIRECTOR



Dextra Group plc., Brickfields Business Park, Gillingham, Dorset, SP8 4PX

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Registered in England, Registration No. 1380089

DEXTRA SERVICES LIMITED

GENDER PAY REPORTING FOR 2017/18

Dextra Services Limited is the only Company within the Dextra Group that needs to prepare a report.

The details for 2017/18 are as follows;

Difference in mean hourly rate of pay	12.9%
Difference in median hourly rate of pay	38.5%
Difference in mean bonus pay	41.7%
Difference in median bonus pay	20%

Percentage of employees who received bonus pay

Male	94.9%
Female	87.3%

Employees by pay per quartile	Male	Female
Upper Quartile	84.3%	15.7%
Upper Middle Quartile	91.2%	8.8%
Lower Middle Quartile	53.9%	46.1%
Lower Quartile	58.8%	41.2%

The results are skewed because of a number of factors, relating to the availability of candidates for particular positions, length of service, Charge-hands, Supervisors, Managers & Directors all being included in one set of calculations.

Wherever possible we welcome applicants from all sexes to apply for any position, however we do currently have a predominance of males in some particular areas such as commercial vehicle drivers, metal-shop and paint-line areas. We will continue to encourage more females to apply for these roles.

The published information is accurate and based on the results of 114 female full-pay relevant employees & 294 male full-pay relevant employees.



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