

## DEXTRA SERVICES LIMITED

### GENDER PAY REPORTING 2022/2023

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

The details for 2022/2023 are as follows;

Difference in mean hourly rate of pay	22.62%	
Difference in median hourly rate of pay	10.71%	
Difference in mean bonus pay	21.80%	
Difference in median bonus pay	16.89%	
Percentage of employees who received bonus pay		
Male	9.81%	
Female	7.53%	
Employees by pay per quartile	Male	Female
Lower Quartile	50%	50%
Lower Middle Quartile	60%	40%
Upper Middle Quartile	77.96%	22.04%
Upper Quartile	86.44%	13.56%

The results are recorded as a result of a number of factors;

- The increase in the hourly rates of pay, brought in to line with equal pay for all production employees
- Availability of candidates for particular positions
- Head count has increased
- The appointment of more female senior members to the Group Board and bonus payments
- The appointment of more qualified specialist to enhance the business model
- Increase to the overtime payments
- The introduction of new position under equal pay apprenticeships

Wherever possible we welcome applications from both sexes to apply for any position across the business, however we do currently have a predominance of males in some particular areas such as Directors and Senior Management Team, commercial vehicle drivers, metal-shop and paint-line areas. Although we have appointed 3 more female senior managers one being the COO. We will continue to encourage more females to apply for senior position across our business.

The published information is accurate and based on the results of 143 female's full-pay relevant employees & 326 male full – pay relevant employees.

J Toogood  
Group HR Manager

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

Tel: +44 (0)1747 858100

Email: [enquiries@dextragroup.co.uk](mailto:enquiries@dextragroup.co.uk)

[dextragroup.co.uk](http://dextragroup.co.uk)

Registered in England, Registration No. 1380089