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

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper Quartile</td>
<td>91.5%</td>
<td>8.5%</td>
</tr>
<tr>
<td>Upper Middle Quartile</td>
<td>84.0%</td>
<td>16.0%</td>
</tr>
<tr>
<td>Lower Middle Quartile</td>
<td>53.2%</td>
<td>46.8%</td>
</tr>
<tr>
<td>Lower Quartile</td>
<td>51.0%</td>
<td>49.0%</td>
</tr>
</tbody>
</table>

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 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

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Upper Quartile</td>
<td>84.3%</td>
<td>15.7%</td>
</tr>
<tr>
<td>Upper Middle Quartile</td>
<td>91.2%</td>
<td>8.8%</td>
</tr>
<tr>
<td>Lower Middle Quartile</td>
<td>53.9%</td>
<td>46.1%</td>
</tr>
<tr>
<td>Lower Quartile</td>
<td>58.8%</td>
<td>41.2%</td>
</tr>
</tbody>
</table>

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.

K Brownhill
GROUP HR DIRECTOR