



DYER & BUTLER
GENDER PAY
GAP REPORT

2021/2022

INTRODUCTION

When it comes to gender equality, Dyer & Butler is committed to creating a level playing field, so everyone has equal access to opportunities allowing them to develop and succeed in their chosen career and field of expertise. This applies to all our processes and policies, ensuring fairness and equality for all.

We know our people are pivotal in driving our business forward.

Dyer & Butler aims to be the employer of choice in the transport sector. Our continued growth and success, as a part of M Group Services, creates opportunities for fulfilling and rewarding roles making the best use of our people's skills.

We want our people to have a positive impact on our clients' customers and the local communities in which we work, every day.

We are investing heavily in our 'People Strategy' ensuring our people receive first-class training and develop leadership capabilities to allow us to create ambassadors not just employees. Through strong leadership, teamwork and mutual support we want our business to thrive with a happy, healthy and, most importantly, safe workforce.



Success

The Dyer & Butler vision establishes how everyone's contribution can help achieve success



Environment

We have a structure which highlights our priorities while offering a supportive working environment.



Commitment

We are committed to being the UK's leading transport service provider

FOREWORD

Dyer and Butler has made great progress in reducing our gender pay gap from last year's report but as previously acknowledge our results provided us with challenges not only within our own business but also the wider construction industry.

As a company we continue to champion that if we are to grow and succeed our employees need to feel motivated and fulfilled in their jobs and careers. We continue to review many areas of our business and in 2020 launched an encompassing strategy program to demonstrate our commitment to our people, the future of our organisation and the behavioral and leadership journey needed to be undertaken over the coming years.

We are working to ensure that we continue to create a diverse, vibrant, and inspiring work environment. We want everyone to feel empowered and engaged in all parts of our business and look to foster honest and open discussions regardless of role and gender identification to enable our people to achieve their full potential.

Mike Evans

Mike Evans,
Managing Director – Rail & Aviation

GENDER PAY DEFINITION



Understanding the Gender Pay Gap

From April 2017, all UK organisations which employ over 250 employees are required to report annually on their gender pay gap. The gender pay gap is defined as the difference in the average earnings of men and women over a standard period of time, regardless of their role or seniority - across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

How are the median and mean gaps calculated?

Using the calculations set out in the gender pay gap reporting regulations, we have taken pay data from our entire business, of more than 491 employees. This data includes many different roles that bring a variety of rates of pay.

How are the pay quartiles calculated?

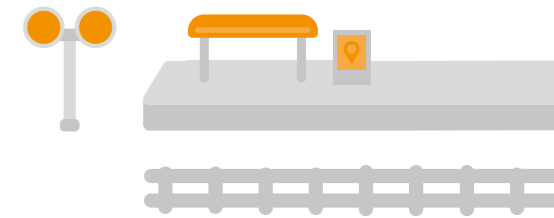
In this report we also share the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, then splitting that list into four equal-sized groups and calculating the percentage of males and females in each.



What's included in our calculations?

Calculations of mean and median pay and of quartile pay bands are based on data from Full Year 2022 only, including ordinary pay and bonus pay. Ordinary pay is not limited to basic pay, but includes other types of pay such as pay for leave. It does not include pay for overtime, pay relating to redundancy/termination of employment, or the value of benefits which are not in the form of money. Calculations of mean and median bonus pay use bonus pay from the 12 months ending 05 April 2022.

GENDER PAY GAP & BONUS GAP



Our Results 2021/2022

Using the calculations set out in the gender pay gap reporting regulations, we have abstracted pay data from the entire workforce to provide the following calculations. The calculations provided are based on a snapshot of pay information as at the 05 April 2022 and are based on basic pay, all allowances and bonuses received and prorated to an hourly rate. The bonus payments are based on the 12-month period prior to the 05 April 2022.

	2021 Return	2022 Return
Mean Gender Pay Gap	38.60%	36.92%
Median Gender Pay Gap	30.80%	39.84%
Bonus Mean Gender Pay Gap	43.90%	88.49%
Bonus Median Gender Pay Gap	40.00%	73.23%

Rate of Pay 2022*

Difference between female and male pay

Table 2B

Illustrates the higher average percentage of basic rate of pay for male employees.

	Dyer & Butler (%)
Median	30.8
Mean	38.6

* Rate of pay is calculated from basic pay, shift payments, all allowances and bonuses received and prorated to an hourly rate. Median is the middle value in a collection of data. Mean is the average value of a data set.

GENDER PAY GAP & BONUS GAP



Table 2A - Statistics for Full Year 2022:

Proportion of employees awarded a bonus for 2022 are shown in Table 2a.

This demonstrates there is broad alignment between our people receiving a bonus.

	Male (%)	Female (%)
Received	72.2	75

Quartiles

	2021 Return		2022 Return	
	%F	%M	%F	%M
Lower Quartile	36.00	64.00	51.85	48.15
Lower Middle Quartile	9.00	91.00	25.93	74.07
Upper Middle Quartile	15.00	85.00	16.05	83.95
Upper Quartile	7.00	93.00	5.00	95.00

OUR HIGHLIGHTS

ADDRESSING THE GENDER PAY GAP

Our Highlights - Our Commitments



Our commitment to unlocking progression and greater inclusion for our people.

What's next?

In the upcoming year dyer and butler is committed to:

- Support our newly established Equality Diversity and Inclusion forum to succeed, with a specific focus of attracting and retaining women in Rail and Aviation.
- Benchmark and review internal policies to foster and encourage inclusion.
- Focus our talent management processes through the Group 'People Strategy' to actively promote internal candidates and encourage and support employees through this process.
- Ensure fair and equal promotion opportunities across the company ensuring all roles are internally accessible for all.
- Ensure a clear career path progression with continued talks around personal and professional development





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