

GENDER PAY GAP REPORT 2017

For the first time this year, all large UK companies employing over 250 people are required to report on their gender pay gap.

As a result of our growth over the last year, Dental Directory are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee data.

As a business, we can use these results to assess:

- The levels of gender equality in our workplace
- The balance of male and female employees at different levels
- How effectively talent is being maximised and rewarded

What causes our gender pay gap?

We continue to work to understand the reasons for our pay gaps across the different employee groups. Many factors drive the difference in the average earnings of men and women across our business.

Our data supports that men and women tend to work at different levels in our company. Within our business, in general, more men are working in senior positions than women, resulting in the largest differentiation within our upper quartile groups.

Our Next Steps

At Dental Directory, we care about building a fair and equitable environment for all employees, where employees have equal access to employment, pay and development opportunities. We will continue to work towards this in the core areas of:

Recruitment – ensuring we attract and select the right person for the job through fair and balanced processes

Employee development – ensure that merit drives development

Employee policies and procedures – continue to develop policies which ensure fairness and equality across all employee groups and recognise the importance of a diverse workforce

Gender Pay Gap

Full pay relevant employees



Mean Pay gap in hourly pay
as a % of men's pay

18.08%

Median Pay gap in hourly pay
as a % of men's pay

17.33%

I can confirm the information and data provided is accurate and in line with mandatory requirements

Mark Stephenson (COO)

**Dental
Directory**



Bonus Pay

Proportion of Males and Females **RELEVANT** Employees who received bonus payment

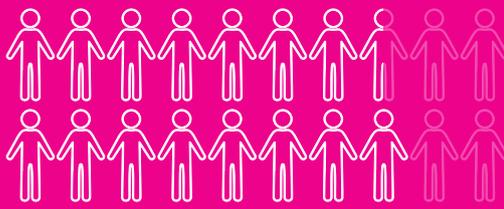
Number of Relevant Female Employees who received a bonus (12 month period) 163

Number of Relevant Female Employees 203



Number of Relevant Male Employees who received a bonus (12 month period) 142

Number of Relevant Male Employees 183



Gender Pay Gap in Bonus

Mean Women received less in Bonus payments than men **35.5%**

Median Women receive less in Bonus payments than men **1.67%**

Gender Pay Gap Quartile Figures

Quartile 1 Upper

63%
57 Employees

37%
33 Employees



Quartile 2 Upper Middle

46%
41 Employees

54%
48 Employees



Quartile 3 Lower Middle

41%
37 Employees

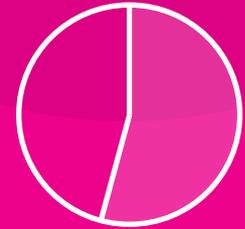
59%
53 Employees



Quartile 4 Lower

46%
41 Employees

54%
48 Employees



0800 585 586
or visit: www.dental-directory.co.uk

