



## Sam Dennigan & Co. uc Gender Pay Gap Report 2023

We are delighted to publish our second Gender Pay Gap report. In this report we'll talk about what the gender pay means and our approach to diversity and inclusion within Sam Dennigan & Co. uc. We will share our gender pay gap results and include the actions we will take to ensure Sam Dennigan & Co. uc remain a fair and equal place to work for everyone.

### What is Gender Pay Gap

The Gender Pay Gap Information Act 2021 came into effect in July 2021. Employers with 250 or more employees are to publish statutory calculations every year showing how large the pay gap is between their male and female employees. The gender pay gap shows the difference in the average hourly earnings of men and women across an organisation regardless of their roles or industry sectors.

Our statistics are made up of the different number of men and women across all roles at Sam Dennigan & Co. uc. The gender pay gap is different from equal pay. 'Equal pay' is about men and women receiving equal pay for the same jobs, similar jobs or work of equal value.

### There are two ways to measure the Pay Gap

#### 1. Median Pay Gap

Represents the middle point of a population. If you lined up all of the women at a company and all of the men, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

#### 2. Mean Pay Gap

The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

### Sam Dennigan & Co. uc - Timelines

Sam Dennigan & Co. uc chose the period below in which to publish our Gender Pay Gap Data

- **Snapshot Date: 29<sup>th</sup> June 2023**
- **Published on: 29<sup>th</sup> December 2023**
- **Total Employees: 758 (Male 580 / Female 178)**

### Sam Dennigan Gender Pay Analysis

Please see below Sam Dennigan & Co. uc, Gender Pay Gap Analysis for 2023:

Mean	Median
15.36%	10.36%

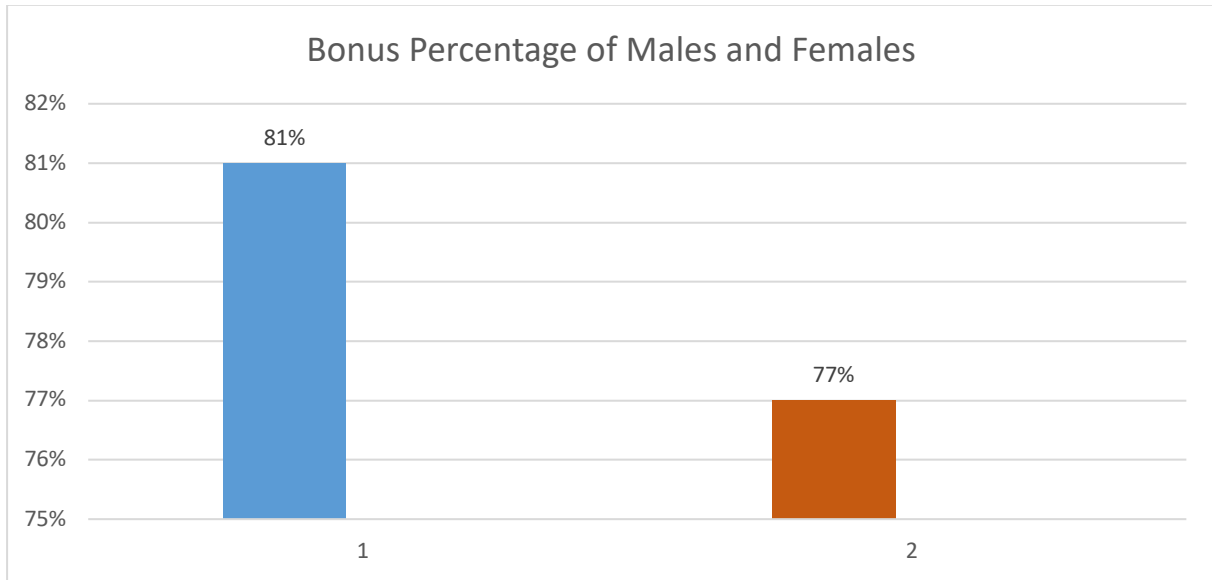
Our analysis shows that the pay gap continues to be driven by more men in senior roles and also career and lifestyle choices, where more men are working shifts at times that offer premiums.



The key contributing factor to this gap is a higher proportion of male in more senior higher paid roles.

Whilst we know we have more to do to bring this down, it is important to note that our basic hourly rate of pay for our hourly paid colleagues is the same for the same role, regardless of gender.

### **Bonus**



Mean	Median
58.32%	0.00%

Our findings show that a similar proportion of males and females received a bonus payment in 2023. Based on our analysis, we know that we have a higher proportion of males in senior roles, these roles would have a higher bonus opportunities which is driving our bonus gap. It is important to note that the basic bonus rate for our colleagues is the same for doing the same role, regardless of gender.

### **Benefit in Kind**

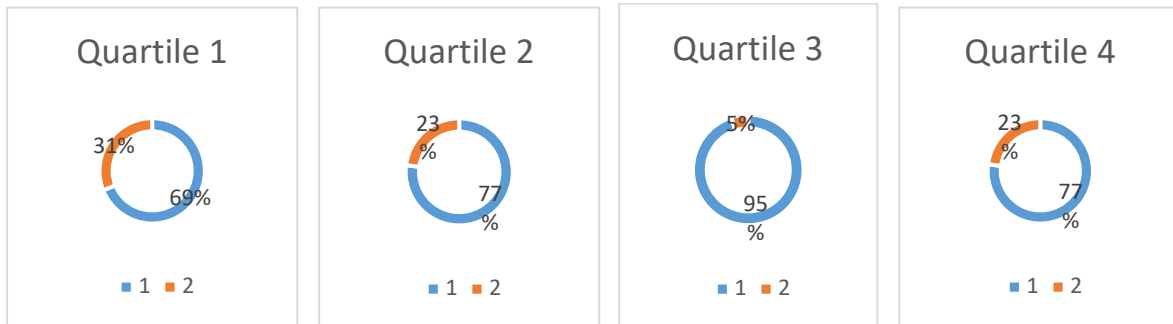
The legislation also requires us to report on the % of employees receiving benefit in kind, which we have outlined below.

Under the regulations, benefit in kind is classified as a benefit with cash value. We offer our employees a number of benefits with cash value, most notably in offering gift vouchers to qualifying employees. There is little difference in the proportions of males and females receiving benefit in kind.

Male	Female
0.003%	0%



### Pay Quartiles



2023		2022		Difference	
% Male	% Female	% Male	% Female	Male	Female
69%	31%	57%	43%	12%	-12%
77%	23%	85%	15%	-8%	8%
95%	5%	89%	11%	6%	-6%
77%	23%	94%	6%	-17%	17%

Pay per quartile was calculated as the percentage of male and female employees in four equal sized groups based on their hourly pay rate.

In comparison to our 2022 Gender Pay Gap Report you will see that there was a shift in the quartiles with more women moving up to Quartile 2 and Quartile 4. The Quartile 2 increase is due to more woman moving into higher rate of pay roles such as forklift and supervisory roles. There was also an increase in women moving into higher paid managerial positions pushing the percentage up to 23% as opposed to 19% in 2022.

Our analysis of the pay quartiles show, that there are still more males in all quartiles and again this is due to the nature of our business and the roles within the Quartiles.

When we reviewed our gender pay gap figures, we know that the 3 key factors which drive it have not changed:

1. More men chose to work in the HGV Driving industry and within a chilled warehouse environment. These roles are available to both male and female colleagues, we note that more men chose to take these roles compared to women.
2. More men choose to work shifts at times that pay premiums for example Night Shift. Premium work shifts are available to both male and female colleagues, we note that more men chose to take these shifts compared to women.
3. There is a lower proportion of women in more senior roles. There are less women than men in both supervisory and management level roles, particularly in our warehouses.

We are committed to closing the gender pay gap and we are continuously working to create a better gender balance in our supervisory and management teams. We know we still have a long way to go to achieve this and we will continue to focus our actions around:



Sam Dennigan & Co. uc.  
FRESH PRODUCE

1. Supporting and attracting more women into the HGV and warehousing industry.
2. Sustaining an inclusive culture, for all who come to work at Sam Dennigan & Co. uc
3. Encouraging our female colleagues to develop their skills and take on new roles such as loading, forklift driving and supervisory positions.
4. Offering more flexible working arrangements to encourage women to remain in the workforce.