



DEICHMANN

Gender Pay Gap Report

The purpose of this report is to explain our Gender Pay Gap figures which have been calculated in accordance with the Equality Act regulations.

The gender pay gap shows the difference in the average pay of all of our male employees compared to all of our female employees. This is different from Equal pay which deals with the pay differences between men and women who carry out the same or similar jobs.

All of our pay structures recruitment and promotion practices are designed around the roles that people do and not their gender.

Our Gender Pay Gap

17.5%

lower (mean)

0.7%

lower (median)

Our Bonus Gender Pay Gap

49.6%

lower (mean)

2.6%

lower (median)

How many of our staff recieved a bonus

93.5%

Males

95.2%

Females

I confirm that the information in this report is accurate

Chris Holden
Director

Our Pay Quartiles

Top Quartile

36.8%

Males

63.2%

Females

Upper Middle Quartile

24.7%

Males

75.3%

Females

Lower Middle Quartile

23.0%

Males

77.0%

Females

Lower Quartile

30.1%

Males

69.9%

Females