

James Dawson & Son		2020/21
		PRPUK
Mean Gender Pay Gap		-14.5%
Median Gender Pay Gap		-1.0%
Mean Bonus Gender pay Gap		-397.6%
Median Bonus Gender pay Gap		-763.8%
Proportion of M/F Receiving Bonus	Male	1.0%
	Female	8.3%
Proportion Upper Quartile	Male	74.7%
	Female	25.3%
Upper Middle Quartile	Male	92.9%
	Female	7.1%
Lower Middle Quartile	Male	89.2%
	Female	10.8%
Lower Quartile	Male	79.8%
	Female	20.2%

## Narrative

### Pay Gap

The negative mean gender pay gap is explained by the fact that we are a labour intensive manufacturing company and generally there are more male factory operatives at lower salary levels than females. Our female employees tend to be in staff or management positions which are higher paid.

### Bonus Pay Gap

Only a small proportion of the business received a bonus in year, 8 out of 344, heavily influenced by senior female employees.

### Proportion of Male/Female Receiving a Bonus

3 out of 284 males received a bonus and 5 out of 60 females received a bonus. This is due to the lower proportion of female employees in the factory.

### Quartiles

The figures show that male employees are dominant in all quartiles due to the industrial sector which the business operates in which historically attracts more males than females. However, we are seeing more females attracted to manufacturing as a career option and we are seeing an increase in the number of females filling Management and Leadership positions and the upper quartile has increased from previous years as a result. However, the majority of our female employees still tend to be in lower paid office and administration roles, or in factory operative positions, but the pay gap is closing and has improved year on year. The lower quartile has increased for males as we have recruited more operators in the factory.

In summary, the business is a technically driven manufacturing operation which has historically been more male dominated, but this is changing (albeit very slowly). We do not discriminate between male/female pay for same or similar roles. For hourly paid the pay grades are fixed based on factors such as time spent in the role, relevant training, experience and merit. Similarly, for salaried staff, the pay is determined by the role and the relevant experience and qualifications of the individual fulfilling the role, as well as performance. For all vacant positions we accept applications from all genders and ethnic backgrounds and recruitment is determined by the suitability of the individual to successfully fulfil the role which is not gender specific.



Sanjay Khanna  
VP & General Manager, Europe

31<sup>st</sup> March 2022