

## DEXTRA SERVICES LIMITED

### GENDER PAY REPORTING 2024/2025

The Government introduced legislation in 2018 requiring all companies with 250 or more employees to provide details of their gender pay gap each year.

Dextra Services Limited is the only Company within the Dextra Group that is required to prepare a report.

We have now completed our report and the details are as follows, taken on our 'snapshot' date of 5 April 2024:

<b>Employees by Quartile</b>	<b>Male</b>	<b>Female</b>
Lower Quartile	48%	52%
Lower Middle Quartile	70%	30%
Upper Middle Quartile	86%	14%
Upper Quartile	80%	20%

**Difference in mean hourly rate of pay:** 11%  
**Difference in median hourly rate of pay:** 11%

The UK National average (median) figure for 2024 for all employees has been reported by the ONS as 13.1%. We are pleased to note that our median figure again remains below the national average.

### Bonus Pay

	<b>Male</b>	<b>Female</b>
<b>Percentage receiving bonus pay:</b>	90%	91%
<b>Difference in mean bonus pay:</b>	51%	
<b>Difference in median bonus pay:</b>	0%	

We will continue to monitor our gender pay gap and work with the Board of Directors and managers to improve equality and inclusion across our workforce.

We are committed to making improvements in all areas and are working with representatives from our Employee Forum. We are continuing with our training programme with the intention of encouraging women to apply for progression into more senior roles.

N Ward  
 Group COO

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