

Our 2018 Gender Pay Gap Report

Daisy Corporate Trading Services Ltd
(Formerly Alternative Networks Ltd)



Daisy aims to be a diverse and inclusive business and we believe our success depends on our people. Capitalising on what is unique about individuals, and drawing on their different perspectives and experiences, will add value to the way we deliver service to our customers and partners.

By accessing, recruiting and developing widely-diverse talent irrespective of gender we can gain an insight into different markets and generate greater creativity in anticipating customer needs.

We are constantly striving to create a productive environment, representative of and responsive to different genders, where everyone has an equal chance to succeed and we welcome the introduction of Gender Pay Gap reporting.

The summary charts below show:

- Our median and mean gender pay gap (based on hourly rates of pay at a snapshot date of 5 April 2018) and bonus and commission pay gap (based on bonuses paid over a 12 month period ending 5 April 2018);
- The gender distribution across 4 equally divided quartiles and
- The proportion receiving bonus or commission pay (based on bonuses paid over a 12 month period ending 5 April 2018).

We know we have some work to do to reduce the gender pay gap but we are committed to providing a fair workplace for all of our colleagues. Like many IT/telecommunications businesses, our gender profile means that we have a pay gap which reflects the number of men in senior roles and STEM roles compared to the number of women. We have 3 times more men than women in the business.

Pay

2017		2018	
Mean	Median	Mean	Median
22.1%	21.3%	16.9%	26.7%

Bonus

2017		2018	
Mean	Median	Mean	Median
41.1%	56.6%	36.3%	54.5%

Quartiles

2017			
Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male 83.2%; 16.8% Female	Male 80%; 20% Female	Male 67.2%; 32.8% Female	Male 59.2%; 40.8% Female

2018			
Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male 80.6%; 19.4% Female	Male 89.2%; 10.8% Female	Male 67.7%; 32.3% Female	Male 59.1%; 40.8% Female

Proportion of Males & Females Receiving Bonus

2017		2018	
Male	Female	Male	Female
67.7%	67.4%	85.5%	100%

Summary & commentary

- On average men are paid 16.9% more than women
- The median hourly rate for men is 26.7% higher than for women
- This business is now called Daisy Corporate Trading Services Ltd
- There has been a significant reduction in the mean gender pay from 22.1% to 16.9%
- We anticipate that recent changes, particularly at senior levels will help to reduce our gender pay gap
- The split of quartiles has improved slightly particularly at the most senior levels

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Damien Russell

A handwritten signature in black ink, appearing to be 'DR', written over a faint horizontal line.

HR Director – Daisy Corporate Trading Services Ltd
March 2018