

Our 2018 Gender Pay Gap Report

Daisy Communications 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 tables 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
26.7%	33%	21.2%	20.1%

Bonus

2017		2018	
Mean	Median	Mean	Median
49.1%	10.2%	52.6%	-4.3%

Quartiles

2017			
Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male 81%; 19% Female	Male 81%; 19% Female	Male 64%; 36% Female	Male 51.4%; 48.6% Female

2018			
Top Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Male 80.4%; 19.6% Female	Male 73.4%; 26.6% Female	Male 58.9%; 41.1% Female	Male 57.4%; 42.6% Female

Proportion of Males & Females Receiving Bonus

2017		2018	
Male	Female	Male	Female
62.4%	69.1%	54.7%	53.6%

Commentary

- On average men are paid 21.2% more than women
- The median hourly rate for men is 20.1% higher than for women
- There have been significant reductions in the mean and median pay gaps and the median bonus pay gap which is very welcome news
- The split of males to females in the middle quartiles is also showing significant improvement when compared to last year

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

Lee Bayman

A handwritten signature in black ink, appearing to read 'L. Bayman', written in a cursive style.

HR Director – SMB Services
March 2018