

## Company Gender Pay Gap Statement

Dawsongroup is a family owned business committed to fostering an inclusive and equitable workplace where all employees are shown respect and treated fairly. As part of our commitment to transparency and diversity, we are pleased to provide information regarding our gender pay gap.

We recognise that achieving gender equality in the workplace is an ongoing journey, and we are focused on improving our practices to create a more balanced and supportive environment for all.

Our gender pay gap is illustrated below, and this figure represents the difference in the average earnings of men and women across our vans business. Dawsongroup is actively engaged in addressing this gap by implementing several initiatives aimed at promoting gender equality and diversity within our workforce and for future employees. These include:

**Equal Pay Policies:** We have established clear and transparent policies to ensure that all employees are paid fairly for their work, regardless of gender.

**Diversity and Inclusion Training:** We provide ongoing training and education to our managers and employees to promote awareness and understanding of unconscious bias and diversity issues.

**Recruitment and Promotion Practices:** We are committed to attracting diverse talent and promoting based on merit, skills, and experience, ensuring that opportunities are accessible to all qualified individuals.

**Flexible Work Arrangements:** We offer flexible work arrangements to support the needs of our employees, including options for remote work and flexible hours, which contributes to a greater work-life balance for everyone.

**Regular Reviews and Monitoring:** We regularly review our pay and promotion practices to identify and address any disparities, ensuring that our policies remain aligned with our commitment to equality.

While we have made excellent progress in narrowing the gender pay gap, we acknowledge this is an evolving commitment.

# Dawsongroup | vans

## Gender Pay Gap Figures 2023

**Mean pay gap**  
**0.20%**

On average, men are paid 0.20% less than women

**Median pay gap**  
**6.94%**

Using the median, men are paid 6.94% less than women

**Mean bonus pay gap**

Women's bonuses are more than men's bonuses by

**23.66%**

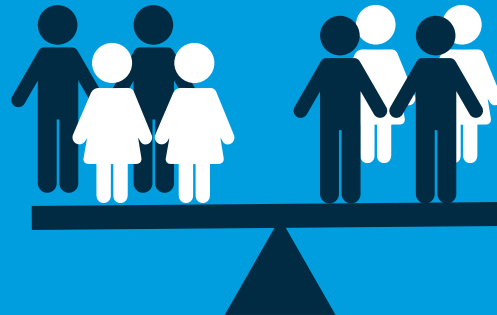
**Median bonus pay gap**

Women's bonuses are more than men's bonuses by

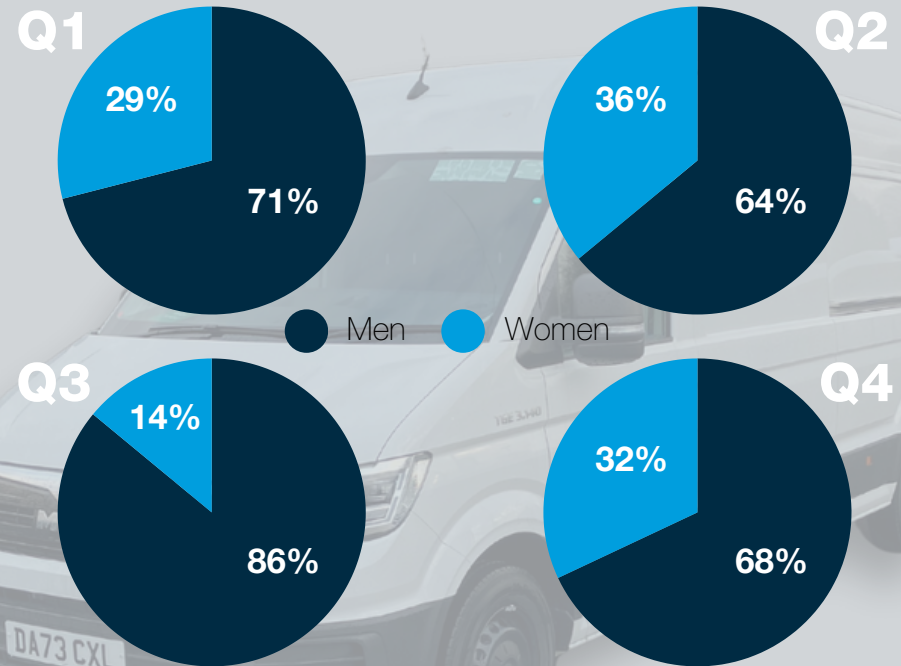
**16.60%**

**90.86% of men received bonus pay**

**93.33% of women received bonus pay**



### Proportion of men and women in each quartile



Women occupy 29% of the highest paid jobs and 32% of the lowest

We have arranged our employees in order of highest to the lowest paid worker, then split them into quartiles - the highest 25%, the next 25% and so on. Each quartile indicates the split of men and women in that group.

Q1 = upper quartile  
Q3 = lower middle quartile

Q2 = upper middle quartile  
Q4 = lower quartile