


Company Gender Pay Gap Statement

Dawsongroup is 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 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.

Dawsongroup | vans

Gender Pay Gap Figures 2025

Mean pay gap
4.72%

On average, men are paid 4.72% less than women

Median pay gap
4.47%

Using the median, men are paid 4.47% less than women

Mean bonus pay gap

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

40.03%

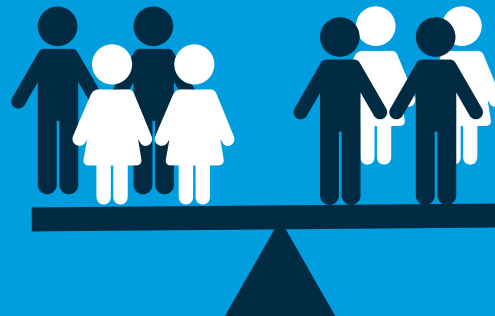
Median bonus pay gap

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

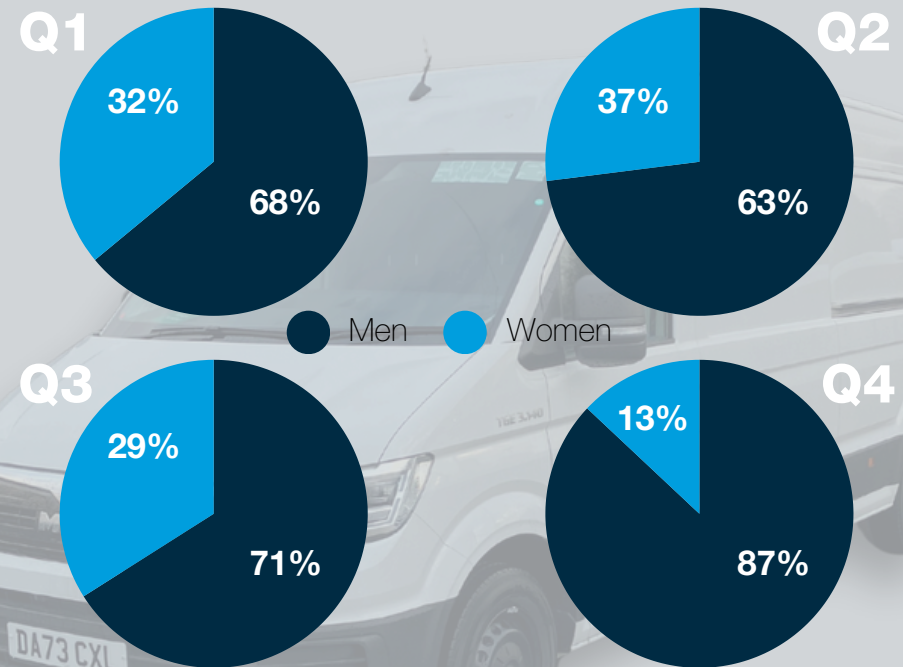
73.91%

89.25% of men received bonus pay

85.37% of women received bonus pay



Proportion of men and women in each quartile



Women occupy 32% of the highest paid jobs and 13% 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