

Gender Pay Gap Report – Digital Applications International (DAI) Ltd.

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Digital Applications International (DAI, a Dematic Company) has conducted a gender pay gap analysis. This report details the results in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equalities Act 2010 (Specific Duties and Public Authorities) Regulations 2017.

Report Summary:

For the tax year 2020/21

Difference in mean hourly rate of pay 17.95%

Difference in median hourly rate of pay 29.10%

Difference in mean bonus pay 38.03%

Difference in median bonus pay 38.20%

Percentage of employees who received bonus pay Male 87.24% Female 91.49%

Employees by pay quartile

Upper quartile Male 88.73% Female 11.27%

Upper middle quartile Male 88.73% Female 11.27%

Lower middle quartile Male 81.69% Female 18.31%

Lower quartile Male 78.87% Female 21.13%

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Analysis:

2020/21 is the first year that Digital Applications International Ltd. has reported on its gender pay gap, following a period of rapid growth through 2020 and into 2021.

The mean hourly gender pay gap of 17.95% is driven by two key factors, which reflect the nature and history of industrial software engineering:

- The overall proportion of females in the organisation is relatively low (15%)
- A higher proportion of the senior and therefore most highly paid roles in the organisation are held by males which reflects the historical gender imbalance in the industry

Our compensation structure includes a variable pay element that is paid as a bonus. The more senior roles have a higher proportion of variable pay, which is calculated as a percentage of base salary and so the same two key factors lead to a larger mean bonus pay gap of 28.03%.

We have been successful in increasing the proportion of females in the organisation through our recruitment efforts – where we have achieved an improved gender balance in our new recruits. This recruitment is predominantly into junior roles which in the short term is likely to have a negative impact on our pay gap but we believe will help to address the pay gap in the longer term.