

GENDER PAY GAP REPORT FY 2022

Introduction

At Dentex, we believe in creating a diverse and gender balanced workforce which reflects the customers we work with. We are committed to eliminating the Gender Pay Gap, however as with other organisations in the dental sector, we know that improvements need to be made throughout our business to close the gap between the pay of men and women.

We believe that removing the Gender Pay Gap will benefit our business too. We want our people to work in an environment that inspires them to make a difference. By investing in diversity and inclusion, we want to make sure our people love working at Dentex.

About the Gender Pay Gap

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. From 2017, employers with a headcount of 250 or more must comply with regulations on gender pay gap reporting. This requires employers to annually report and publish specific figures about their gender pay gap.

Gender pay is different to equal pay, which since the 1970s has required women and men in the UK to receive equal pay for equal work. A gender pay gap however is the difference between the average earnings of men and women over a period of time, regardless of their role or seniority.

Workforce Statistics

On 5th April 2022, Dentex had 1047 employees with an overall gender split of 2.96% (men) and 97.04% (women). For the purposes of this report, 777 people fell into the full pay relevant employees category, and of these, 751 were women and 26 were men.



THE GENDER PAY AND BONUS GAP

Difference In Hourly Rate

1. Women's mean hourly rate is 18.89% lower than men's

In other words, when comparing mean hourly rates, women earn 81p for every £1 that men earn

2. Women's median hourly rate is 22.75% lower than men's

In other words, when comparing mean hourly rates, women earn 77p for every £1 that men earn

Who Received Bonus Pay?

3. 38.19 % of Women
4. 422.58 % of Men

Difference In Bonus Pay

5. Men's mean bonus pay is 51.15% higher than women's
6. Men's median bonus pay is 75.23% higher than women's

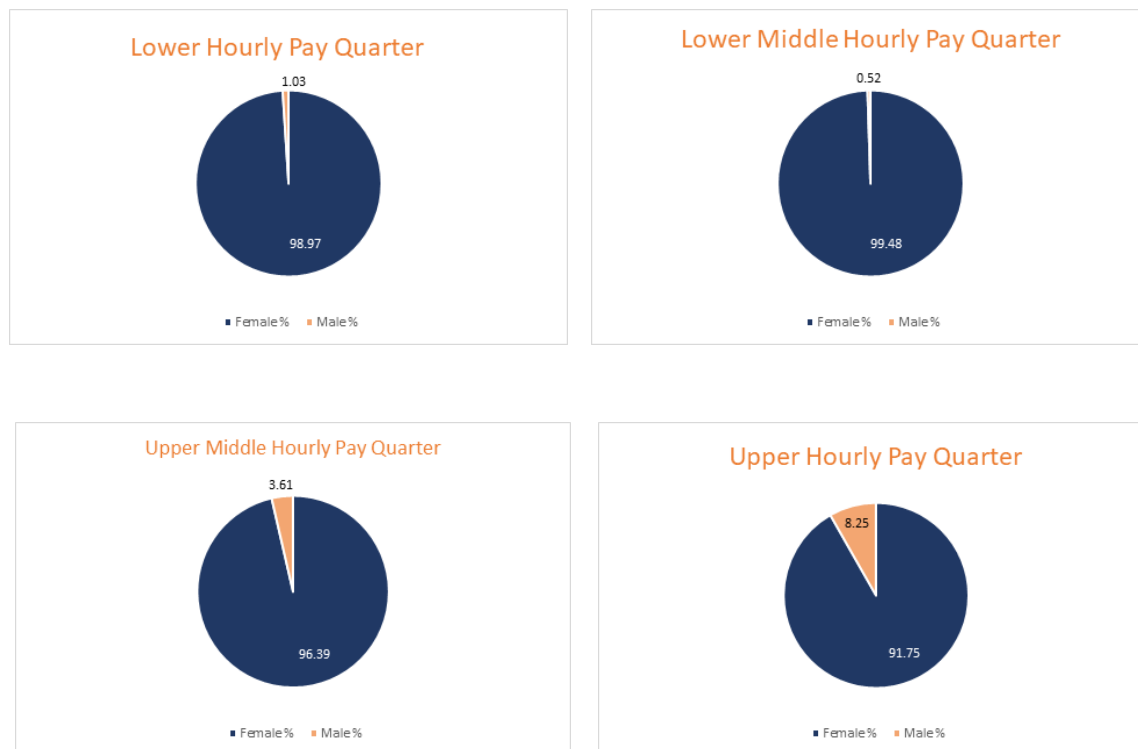
During the relevant pay period, some bonuses had been paid out for non-performance related matters, such as temporarily covering additional geographical regions, and acknowledgement for temporarily working in different premises.

Excluding these particular bonuses, the difference in bonus pay is:

7. Women's mean bonus pay is 56.52% higher than men.
8. Women's median bonus pay is 37.40% higher than men



Proportion Of Women in Each Pay Quartile



Why a Gender Pay Gap Exists at Dentex

Due to the nature of our industry, the majority of Dentex's workforce is made up of women. A lot of women choose to work part time due to childcare or family commitments. We also have a lot of trainee and apprentices working for us currently who begin their careers on a lower rate with the view to increasing upon qualifying.

We have far less men in the business than we do women, and the men we do have tend to be in administrative roles which can often progress into more senior positions.

The dental industry as a whole has a higher percentage of women than men, with the GDC Registration Statistical Report 2021 revealing that 77.2% of dental care professionals were women.

Naturally, having such a female dominated workforce which spans a wide range of roles and pay distorts our results.

Our Commitment to Closing the Gap and Making a Difference

Dentex aims to improve our gender pay representation by continuing to promote an inclusive culture. We will promote a diversity of skills and backgrounds across our leadership teams, ensuring we represent the customers we work with.

We will do this by looking at every stage of the employee journey starting with recruitment. We will monitor the number of male and female applicants applying to our job vacancies in order to identify trends which may influence the way our vacancies are promoted.

We will continue to develop our employees and encourage internal applications for roles at all levels in order to encourage an even distribution of males and females across the business. We will also ensure flexible working practices are not considered a barrier to being recruited or promoted.

We will look to minimise any unconscious bias through our training, policies, and procedures, always reinforcing inclusivity through our Dentex values and ways of working.