

## Gender Pay Gap

At Dentex, we believe in creating a diverse and gender balanced workforce which reflects the customers we work with and the colleagues across our business.. 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.

Overall, the employed dentalcare sector workforce is 85% female. We recognise creating a better gender balance among this workforce is a long-term challenge and while we have made positive efforts to create more balance this will take time to be reflected in the gender pay reporting figures.

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.

We believe that closing the Gender Pay Gap will benefit our business and we continue to monitor pay and bonus and any unconscious bias when making decisions, developing and promoting colleagues.

We continue to make small steps to increasing male hires across all levels of the business to look to achieve a more representative industry demographic

## About the Gender Pay Gap

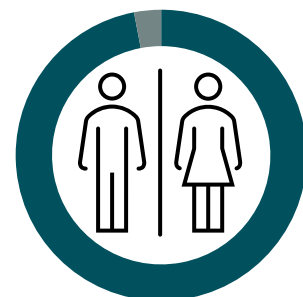
The Gender Pay Gap is measured on 5<sup>th</sup> April each year.

The gap is the difference in the hourly rate of pay between male and female employees, expressed as a % of the hourly rate of the male employees. The mean is the total of all the hourly rates, divided by the number of employees. The median is the middle value of all hourly rates, when ranked.

## Gender Split

In April 2023, we had 1,526 practice colleagues, with an overall gender split of 97% female and 3% male.

This is an increase of 45% compared to the previous year with no movement in the Gender split.



## Pay Quartiles

The below charts show that we continue to have more women than men in every pay category and that men have mainly joined the company within the upper and upper middle categories in Practice Manager and Employed Hygienist roles.



## Gender Pay

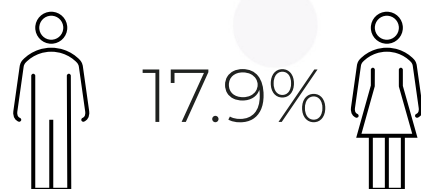
We have a mean Gender Pay Gap of 11.2% and a median Gender Pay Gap of 17.9% for 2023. Both the mean and the median pay gaps have reduced to last year by 8 ppts and 5 ppts respectively.

This is our third gender pay report and we have reduced the Gender Pay Gap since reporting began, however, we recognise that whilst we employ both men and women in the organisation, we have significantly fewer men in lower paid roles.

### Mean pay gap

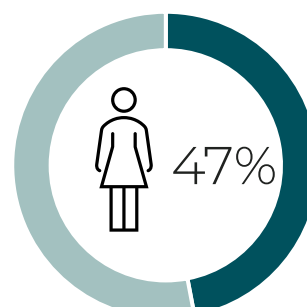
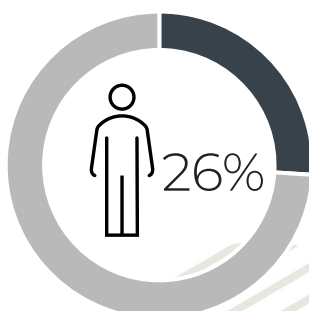


### Median pay gap



## Bonus

47% of Female Colleagues received a bonus compared to 26% of Males. The gap between Male and Female colleagues receiving a bonus reduced from the previous year.



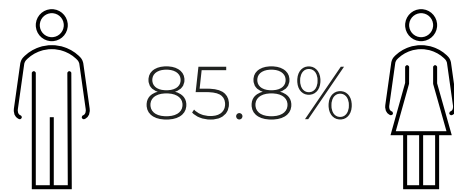
## Bonus Gap

Our mean bonus gap has reduced by 7ppts whilst the median gap has widened. During the relevant period additional responsibility and location bonuses had been paid out to a small population with a higher male mix and this has increased the gap.

### Mean bonus gap



### Median bonus gap



## 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. We actively recruit trainee and apprentices to build our workforce for future investing in their training but who begin their careers on lower rates..

We have far less men in the business than we do women (3% males at the time of reporting), and the men we do employ are usually in Practice Manager or more senior technical roles.

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 diversity of skills and backgrounds across our leadership teams, ensuring we represent the customers we work with.
- We will look at every stage of the employee journey starting with recruitment.



- We will continue to develop our employees and encourage internal applications for roles at all levels to encourage an even distribution of males and females across the business.
- We will promote flexible working practices to ensure we are attracting and retaining a blend of talent.
- 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.



Barry

Barry Lanesman | Chief Executive Officer | 2023 Gender Pay Gap Year