

Gender Pay Gap Report

DPS 2022





INTRODUCTION

In July 2021, the Irish government introduced gender pay gap reporting as a legal requirement in Ireland (The Gender Pay Gap Information Act, 2021), with reporting to take effect in 2022. DPS Group Global are committed to our Equality, Diversity, and Inclusion strategy and believe gender pay gap reporting to be a key element in enhancing this commitment by providing transparent pay data for men and women across all levels of our organisation.

The gender pay gap measures the difference in the average hourly wage of men and women across our workforce, regardless of their role or location. It reflects the positions men and women occupy in an organisation. It differs from equal pay; equal pay looks at women and men receiving equal pay for the same role.

OUR GENDER PAY GAP EXPLAINED

In conducting our gender pay gap reporting, we used a snapshot date of 30th June 2022. On this day, our employment split was 67.6% male and 32.3% female. Through our analysis, we found that our organisation has a gender pay gap of 24.3%. The average hourly pay of all men was higher than the average pay of all women by 24.3%. The primary cause for this gender imbalance is lower female participation in our organisation, which is indicative of the engineering sector, which has historically been male dominated. Most of our senior leadership roles were occupied by men on the snapshot date.



OUR ACTION PLAN

Recruitment & Retention

We are committed to retaining and advancing our existing female employees and continuing to play our part in addressing the challenge of attracting females into the engineering sector.

We continue to review our talent attraction approach, ensuring fairness and inclusivity within our job advertisements and ensuring all stakeholders in the recruitment, onboarding, and development processes act in accordance with our Equality & Equal Opportunities Policy, which was reviewed and updated in the 2020s. We aim to achieve greater diversity throughout DPS, and in 2021 we provided unconscious bias training to all employees at all levels within DPS to support this aim.

We want to close our gender pay gap by building a more equal, diverse, and inclusive workplace. We are committed to empowering our female employees to pursue long-term careers in the engineering industry. Since 2020, over 30% of participants in our in-house accredited development programmes are female. These programmes range from graduate to management level. In our 2022 global survey, 83% of female participants confirmed they were developing professionally in DPS.



We know that gender pay gaps can be negatively impacted by the imbalance that occurs when women, more than men, work flexibly to fulfil family responsibilities. Our family-friendly policies include paid maternity, paternity, parental leave, core working hours, and hybrid working models. These approaches help us to attract and retain more females into DPS.

Future generations

Through our cornerstone corporate social responsibility programme, Aspire2, we partner with parents, schools, and other associations to support students to achieve the best leaving certificate results possible and introduce them to engineering as a career. Since its inception in 2015, 3,500 students have been supported by DPS, with 63% female students in the leaving cert cycle.

We are experiencing growing success in recruiting female graduates from the top third-level institutions in Ireland. Since 2019 30% of our graduates have been female.

DPS is actively involved in other initiatives to support female participation in the engineering sector, including active participation in the Women in Engineering Society, run by Engineers Ireland.

We will also continue to monitor pay across our employees to ensure that pay inequality has no impact on our gender pay gap.





EDI Strategy

In 2020 we began our partnership with the Irish Centre for Diversity. Their aim is to help organisations embed Equality, Diversity, and Inclusion in all they do. Their goal is to positively influence beliefs, attitudes, behaviour, and conduct towards EDI issues. The framework sets out three stages: committing (bronze), embedding (silver), and leading (gold), and these marks are awarded based on a robust assessment of policies, procedures, training, recruitment, retention, progression, employee experiences, and more. In 2020 DPS attained the liD bronze level; in 2022, we successfully attained the liD silver level in this area through companywide surveys and training. We are currently working towards the gold level.

Feedback

We continuously look for ways to improve our internal processes, and our annual survey is an effective tool to generate real-time data on key people issues. Our annual survey provides valuable insights into how we can improve in the EDI space and has allowed us to establish a baseline for the future.

In 2022 we increased the number of questions in our annual global survey on EDI from 2 in 2021 to 14. The results were positive, with 84% of respondents understanding the EDI policies DPS has in place.

Looking Ahead

Our Commitment to reducing pay gaps is critical if DPS are to achieve the growth and productivity that come from greater inclusion, diversity, and equal progression.

Closing the pay gap is a challenging fix. It requires a meaningful and consistent shift in cultural norms. DPS are aware of our responsibility to our employees, clients, and industry to continue driving the change we need to see.



APPENDICES

1. The difference between the mean hourly remuneration of male employees and female employees is 24.3 %
2. The difference between the median hourly remuneration of employees of male employees and female employees is 28.8%
3. The difference between the mean bonus remuneration of male employees and female employees is 54.12%
4. The difference between the median bonus remuneration of employees male employees and female employees is 41.6%
5. The difference between the mean hourly remuneration of male part-time employees and female part-time employees is 45.9%
6. The difference between the median hourly remuneration of male part-time employees and female part-time employees is 27.3%
7. The percentage of all male employees who were paid bonus remuneration is 63.8 % and the percentage of all female employees who were paid bonus remuneration is 64.9%
8. The percentage of all male employees who received benefits in kind is 98 % and the percentage of all female employees who received benefits in kind is 98%
9. The difference between the mean hourly remuneration of male employees on temporary contracts and that of female employees on temporary contracts is 22.8%
10. The difference between the median hourly remuneration of male employees on temporary contracts and female employees on temporary contracts is 33.3 %

The percentages of our people by quartile pay bands

	Male	Female
Upper Quartile	30	13.8
Upper Middle Quartile	27	21.5
Lower Middle Quartile	21.6	30.7
Lower Quartile	20.9	33.8

