



Human Resources

Gender Pay Gap Report 2018

Gender Pay Gap Statement 2018

Day Group Ltd handles five million tonnes of construction material each year, as well as providing services to the construction, demolition and water treatment industries.

Day Aggregates, Day Contracting and Day Equestrian are amongst the divisions that make up the Group.

There has been no real change since the 2017 report, where most of our small female workforce are employed in office-based support and management functions, rather than operational roles. Females make up 12% of the overall workforce, however, 25% of females are in the upper quartile pay band. This has resulted in a negative median and mean gender pay gap. Both of these figures have decreased since last year, narrowing the gap between female and male employees.

A low proportion of male employees did not receive a bonus as they had not been employed during the relevant trading period. The 0% median difference reflects the Company's practice of paying the same annual bonus to the majority of staff.

The Company is committed to continuing to work towards minimising the gender pay gap.

A handwritten signature in black ink, appearing to read "D. S. Churchill", written in a cursive style.

David Churchill BA(Hons) FCMA CGMA

Company Secretary

Day Group Ltd Gender Pay Gap Report 5th April 2018

Overall percentage difference in:

Mean hourly pay difference between male and female employees	-13.29%
Median hourly pay difference between male and female employees	-16.55%

Overall percentage difference in:

Mean bonus payment	-8.31%
Median bonus payment	0%
Proportion of males who received bonus	97.03%
Proportion of females who received bonus	100%

Percentage of male and female employees according to each quartile hourly pay bands

Upper quartile Male	75.21%
Upper quartile Female	24.79%
Upper middle quartile Male	92.37%
Upper middle quartile Female	7.63%
Lower middle quartile Male	91.53%
Lower middle quartile Female	8.47%
Lower quartile Male	91.53%
Lower quartile Female	8.47%