



GENDER PAY GAP REPORT 2025

DNG GROUP LIMITED

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What is the Gender Pay Gap?

The gender pay gap is the difference in the average hourly pay of men and women across an organisation. It reflects the distribution of genders across roles and seniority levels, rather than equal pay for equal work.

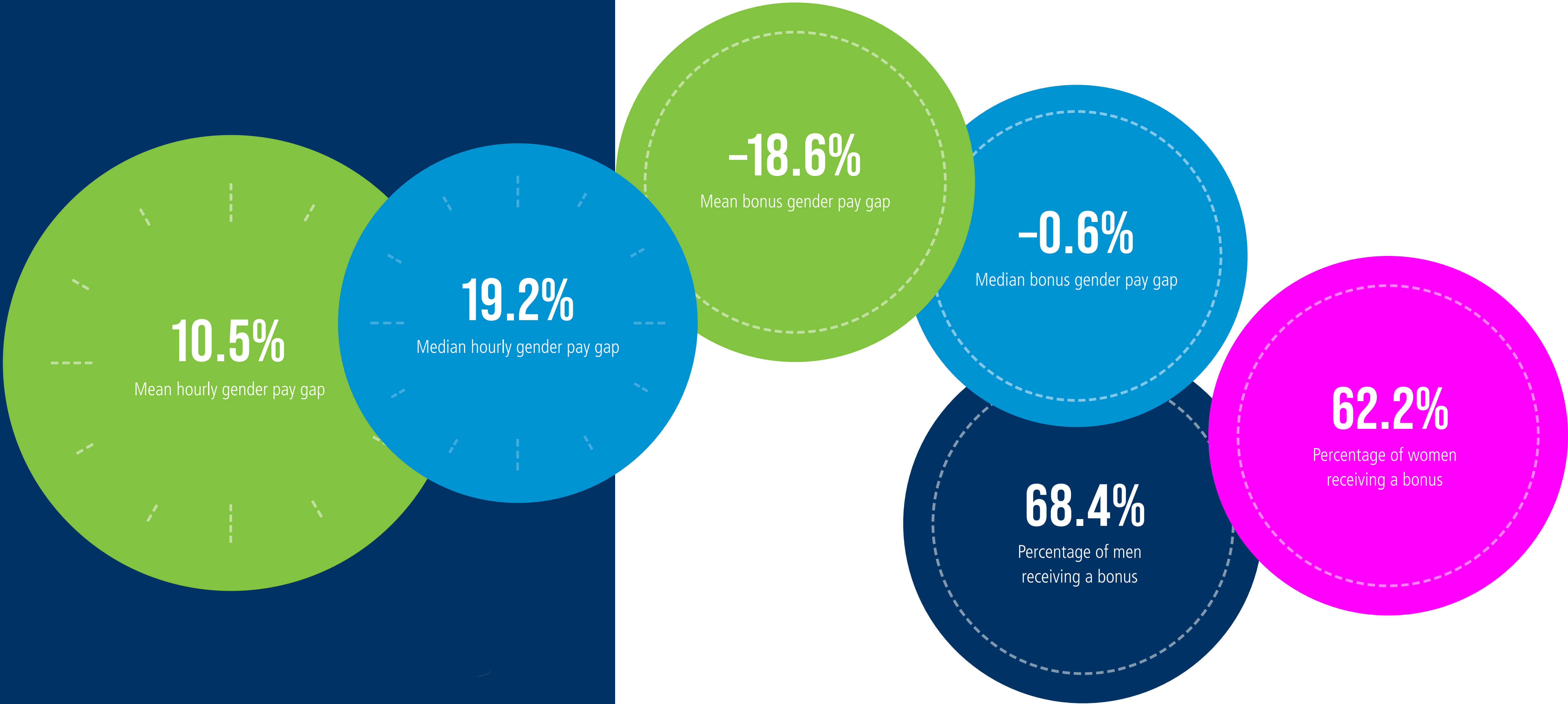
What are We Reporting?

This report includes hourly pay gaps (mean and median), bonus pay gaps (mean and median), bonus participation rates and gender representation in each pay quartile.
The report is based on a June 2025 snapshot date.



Hourly Gender Pay Gap

Bonus Gender Pay Gap



Pay Quartiles

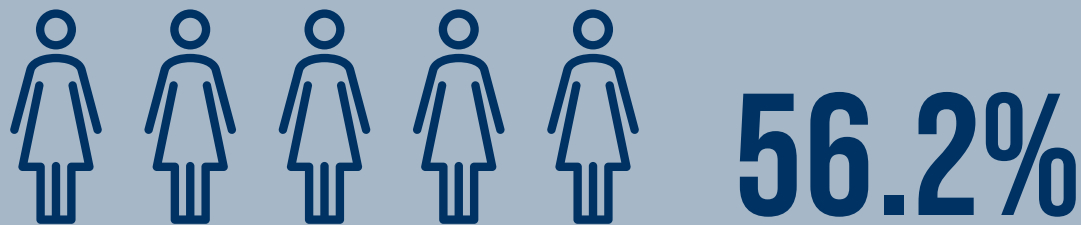
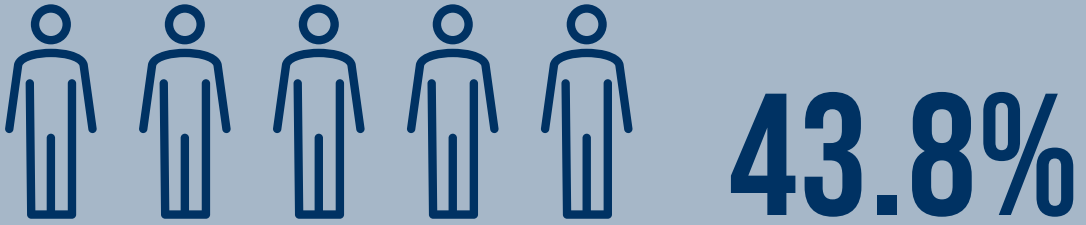
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Explaining Our Gender Pay Gap

DNG's gender pay gap is primarily driven by workforce distribution rather than unequal pay. A higher proportion of women work in lower-paid roles, affecting the median gap, while senior representation is balanced.



Understanding Our Bonus Gap

Bonus outcomes compare favourably to national and sector norms. Women and men receive bonuses at similar rates, and average bonus outcomes are broadly aligned, with a neutral or slightly positive mean outcome for women.

Representation of Women

DNG maintains strong female representation across all levels. The upper quartile is nearly gender-balanced, contrasting positively with wider sector trends where senior roles are often male-dominated.

Our Commitments

- Ensuring balanced candidate shortlists
- Supporting leadership development and progression
- Enhancing family friendly and flexible work policies
- Monitoring gender metrics annually
- Maintaining transparent recruitment and promotion processes



**"We remain committed to reducing our gender pay gap and ensuring fairness, transparency and equality across our organisation."
DNG Group Limited**