

UK GENDER PAY REPORT 2023

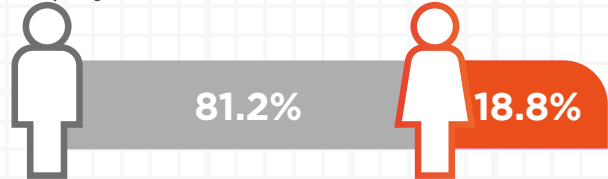
This data shows the difference between the average (mean and median) hourly pay levels of all female employees compared to all male employees, irrespective of their role or level within the organisation. This is expressed as a percentage of male employees' average pay.

	2023	2022
Median Gender Pay Gap across all Doncasters Ltd employees in the UK	7.7%	10.1%
Mean Gender Pay Gap across all Doncasters Ltd employees in the UK	-1.8%	-1.8%
Median Gender Pay Gap Bonus across all Doncasters Ltd employees in the UK	6.4%	48.2%
Mean Gender Pay Gap Bonus across all Doncasters Ltd employees in the UK	0.6%	11.4%

The median Gender Pay Gap across all Doncasters Ltd employees in the UK is 7.7% lower for female employees compared to male.

comparison the UK's National Gender Pay Gap was 8.3% in 2023.

The mean Gender Pay Gap across all Doncasters Ltd employees in the UK at -1.8% shows that the mean pay for female employees was higher than the mean pay for male employees.

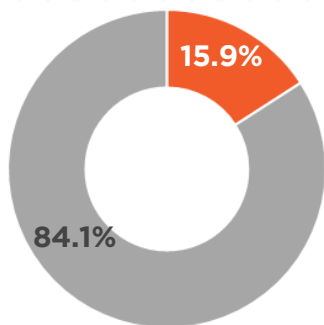


Overall, female employees represent 18.8% of our UK employee population.

The representation of female employees within the upper middle and upper quartile has increased by 4.7% in 2023, as a result of a higher distribution across our professional roles.

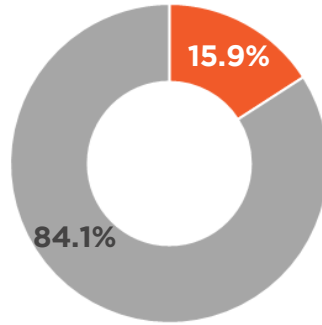
Gender distribution across Doncasters Ltd in the UK in four equally sized hourly pay quartiles

Lower quartile



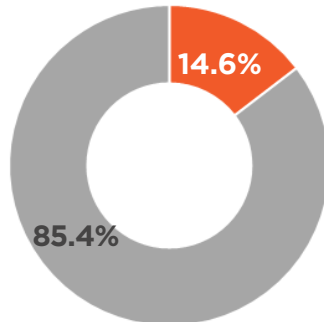
2022: 19.3% Women

Lower middle quartile



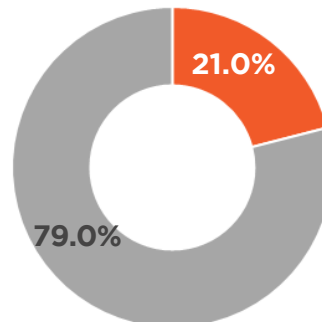
2022: 19.3% Women

Upper middle quartile



2022: 7.7% Women

Upper quartile



2022: 23.2% Women



629 employees
Data: April 2022 to March 2023

I can confirm the data in this report to be accurate.

Signed: *Mike Quinn*
Name: Mike Quinn

Position: CEO
Date: 20 June 2023