



DELTA | GROUP

UK's Leading Visual Communications & Multi-
Channel Marketing Service

Gender Pay Report 2023

Here at the Delta Group we're proud to be Europe's leading visual communication provider. We empower world renowned brands and serve industries across the UK specialising in the Retail, FMCG, Film & Gaming, Health & Beauty and Out of Home (OOH) sectors.

As an omni-channel group, we manage and deliver a full service from the conception of an idea to art working, production and installation. Using our proprietary technology, Workstream X, we are able to gather insights and collect data post-launch.

The Delta Group has offices in London, Hertfordshire, Wiltshire and Dublin.



At The Delta Group, we strongly believe that reporting gender pay data will drive action within the print, manufacturing and distribution employment sector to close the gender pay gap.

It is well known and reported that the sector that we operate in, historically has been male dominated and this reflects in the published report.

We are confident that men and women are paid equally for doing equivalent jobs across our business and we take action to make sure our policies and practices are fair. This includes actively reviewing decisions around our performance related pay and bonus schemes, benchmarking salaries for new hires, and any other pay and benefit adjustments made during the year.



DELTA | GROUP

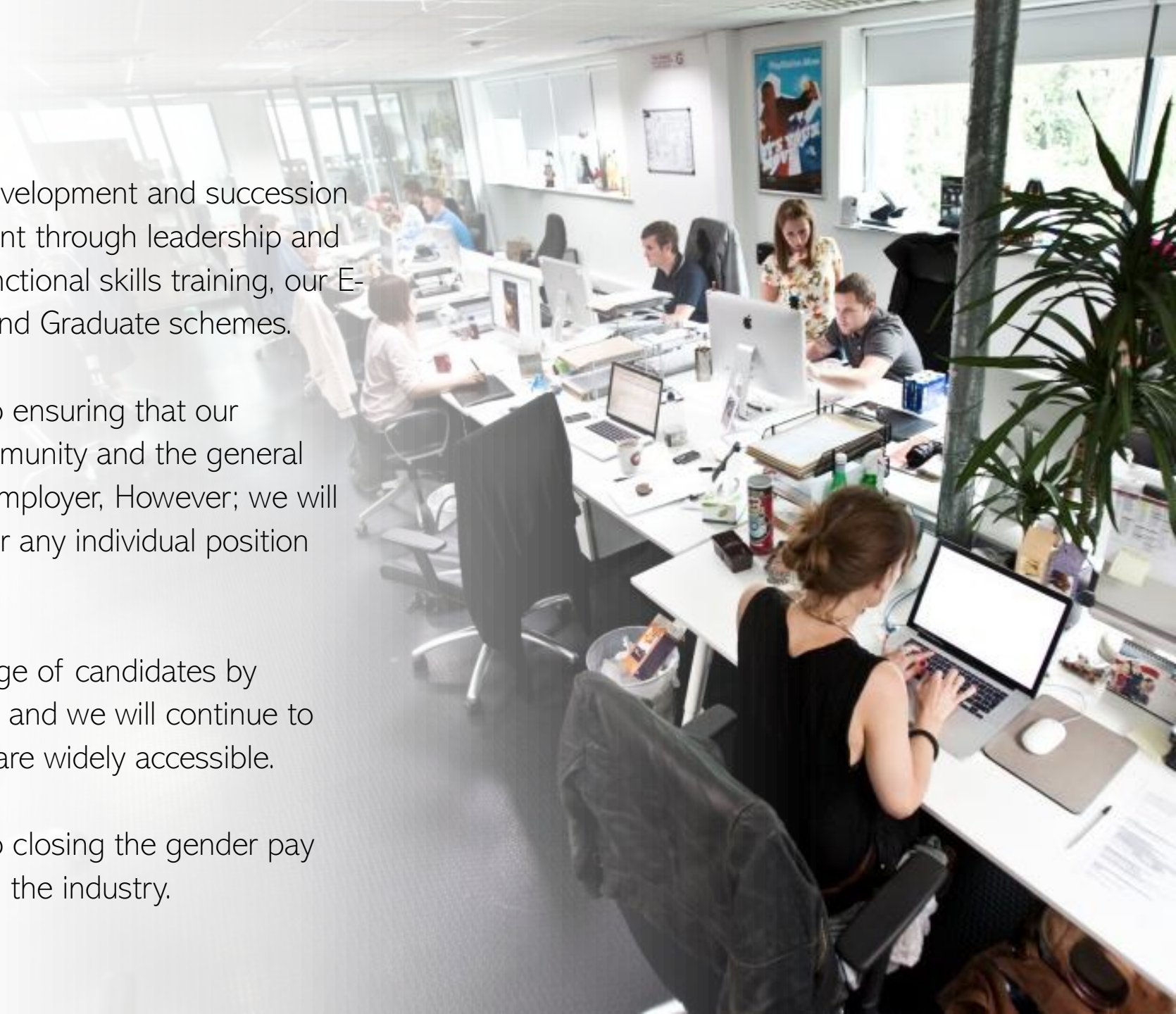
EMPOWERING IMAGINATION

The Delta Group is committed to internal development and succession planning. We focus on employee development through leadership and management development programmes, functional skills training, our E-Learning programmes and our Apprentice and Graduate schemes.

The Delta Group as a whole is committed to ensuring that our employee base is reflective of our local community and the general population. We are an equal opportunities employer, However; we will always look to employ the best candidate for any individual position based on the required skills and experience.

We are dedicated to attracting a diverse range of candidates by ensuring job descriptions are gender-neutral and we will continue to recruit through a variety of channels which are widely accessible.

The Delta Group as a whole is committed to closing the gender pay gap and being an employer of choice within the industry.



Gender Pay Gap Reporting

The gender pay gap shows the difference in average pay between women and men.

It does not measure equal pay, which relates to what woman and men are paid for the same or similar work of equal value. In this report, we share the median and mean pay gaps between men and women's salary and bonuses.

Mean figure

The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

Median figure

The regulations require us to report the difference between the median hourly rate of men compared to the median hourly rate of women, expressed as a percentage of the men's figure.

Bonus

The regulations require us to report how many men and women are paid a bonus payment, expressed as a percentage.

Quartiles

The regulations require us to report how many men and women are in each pay quartile, expressed as a percentage within each quartile.

	<u>2023</u>	<u>2022</u>
Mean gender pay gap	26.31%	28.50%
Median gender pay gap	22%	26.60%

Mean and Median Pay Gap

The pay gap is primarily driven via a large number of skilled manufacturing and operational roles being held by men. This is consistent with demographics in the wider print, logistics distribution and manufacturing sector.

We have a number of shift workers which includes the requirement to work unsociable hours including night shifts and shifts of up to 14 hours. We pay a premium rate for shifts considered to be unsociable however we attract less female candidates to work these hours.

The gender pay gap has decreased since the last report in 2022. This is due to the Group hiring and promoting more females in the senior and middle management & leadership roles. Development and succession planning has led to their being more female employees within management, supervisory and specialist/skilled roles. The 2023 gender pay report has been influenced by the Group adopting a more flexible working approach within the organisation, which has led to attracting a diverse pool of candidates.

The Group is focussing on increasing the number of Apprentices and Graduates within the organisation. The majority of these employees are in office based roles within the lower middle quartile pay band and we would expect to see the Apprentices and Graduates develop their careers across the Group.

	<u>2023</u>	<u>2022</u>
Mean bonus pay gap	39.91%	27%
Median bonus pay gap	50.38%	26.8%

Mean and Median Bonus Pay Gap

At The Delta Group, bonus payments are linked to financial and personal performance, during the reference period, a total of 46 employees received a bonus payment.

The Delta Group bonus scheme is mainly available to senior managers and employees with long service. The gender pay gap relating to bonuses is influenced by the higher percentage of long serving male employees.

- The Delta Group employ approximately 650 people across 6 trading companies within Great Britain & Ireland.

For the purpose of this report, Delta Display Ltd, POP & Digital Viscom are the entities that qualify for the gender pay reporting.

These entities are primarily involved in the sales, production, manufacturing and distribution of point of sale and promotional marketing materials.

Declaration

I confirm this information and data reported is accurate as of the snapshot date 2022.

Lawrence Tingey,
Group HR Director

Delta Display Limited	2023
Male/Female Employees	64.9%/35%
Mean gender pay gap	26.31%
Median gender pay gap	22%
Mean bonus pay gap	39.91%
Median bonus pay gap	50.38%
Males/females receiving bonus pay gap	12.18%/8.90%
Upper quartile (male/female)	81.73%/18.27%
Upper middle quartile	70.19%/29.8%
Lower middle quartile	67.3%/32.7%
Lower quartile	40.9%/59.04%

Additional Commentary

Not all companies within the Delta Group form part of the gender pay reporting requirements. If we further include the other Group Companies – Superior Creative Ltd, Delta Creative & Moving Print Distribution (Ireland) the gender pay data changes in some areas, for example:

- The % of female employees is higher at 38%
- The % of female employees in the upper quartile pay band increases to 25%
- The number of female employees in the lower middle quartile increases to 38%

The inclusion of Delta Creative, Delta Melksham & MPD Ireland impact on the higher end of the pay quartiles with more female employees in management and professional roles in these companies. This is shown in an increase in the number of female employees within the upper pay quartile. We also see more female employees in the lower middle quartile reflecting more female employees in supervisory and professional roles.