



DELTA | GROUP

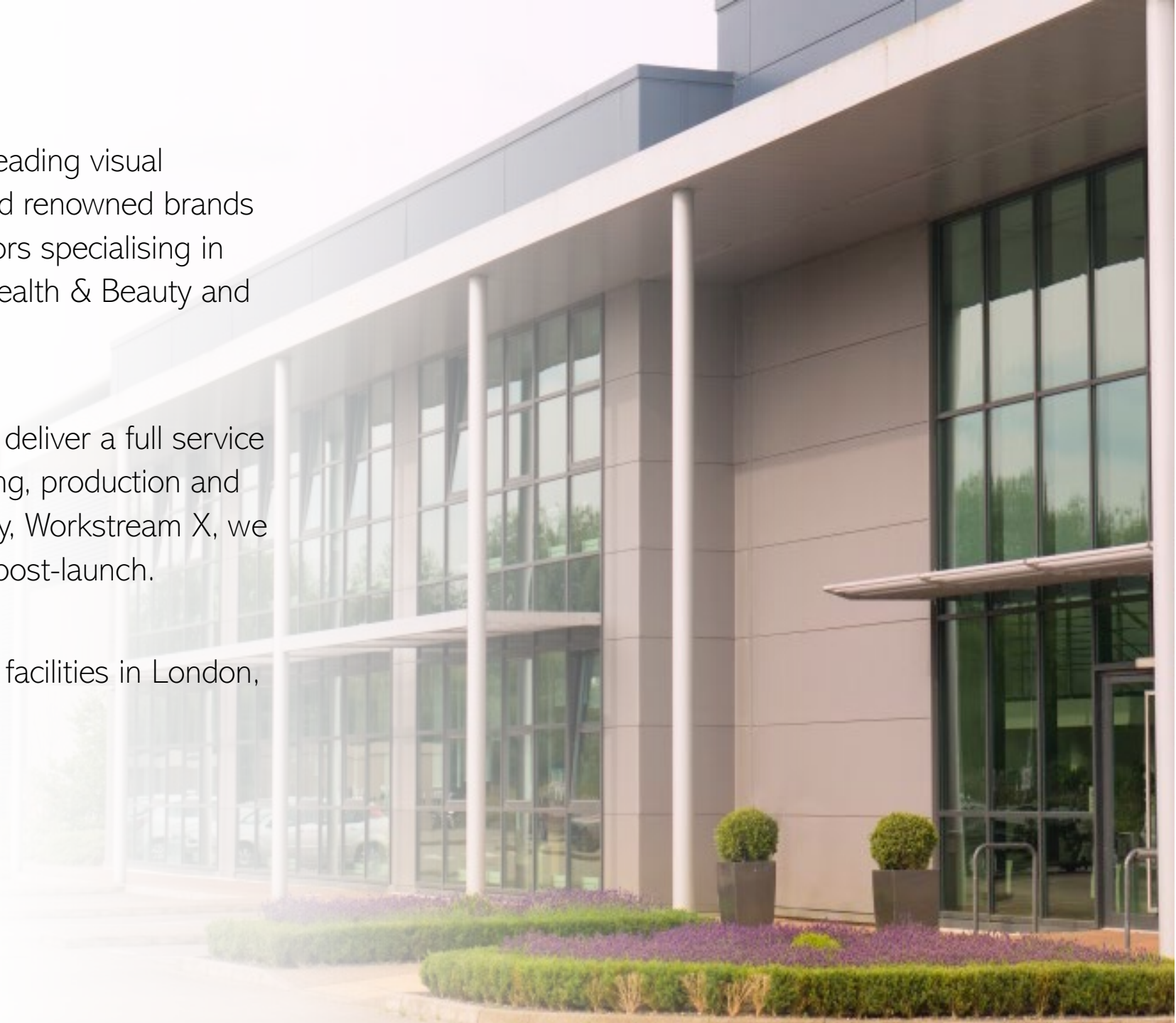
UK's Leading Visual Communications & Multi-
Channel Marketing Service

Gender Pay Report 2024

The Delta Group are proud to be Europe's leading visual communication provider. We empower world renowned brands and serve industries across a range of sectors specialising in the Drinks, Film, FMCG, Gaming, Grocery, 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 and production facilities in London, Hertfordshire, Melksham 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 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.

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 utilising the apprentice and graduate scheme.

The Delta Group are 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.

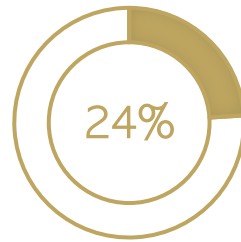
Bonus

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

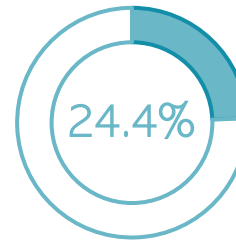
Quartiles

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

MEAN PAY GAP 2024



MEDIAN PAY GAP 2024



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

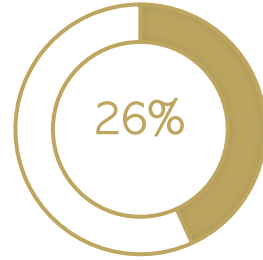
Mean and Median Pay Gap

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 also have a number of shift workers which includes the requirement to work unsociable hours including long shifts and night shifts. We pay a premium rate for shifts considered to be unsociable, however we attract fewer female candidates to work these hours. The Gender pay report does not cover all companies within the Delta Group, this includes our Creative Agencies where we have a higher percentage of female employees within skilled roles. This report does cover the largest Group company and includes our main manufacturing facility.

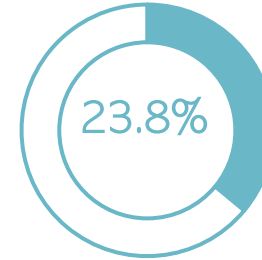
Since the 2023 report, the mean gender gap has decreased slightly, and the median has increased slightly. As a group we are hiring & promoting more females in the senior and middle leadership roles. This had been achieved through development and succession planning leading to more female employees within management, supervisory and specialist/skilled roles. The 2024 gender pay report has also been influenced by the Group adopting flexible working into the organisation, which has led to attracting a diverse pool of candidates.

In 2022 the Delta Group introduced a Graduate Scheme in 2023, the Group has increased the number of Graduates on this scheme, we have also increased the number of Apprentices we have within the the organisation. The majority of these employees are in office-based roles within the lower and lower middle quartiles, and we would expect to see them further develop their careers and increase their salary in next year's report.

MEAN BONUS PAY GAP 2024



MEDIAN BONUS PAY GAP 2024



2023

Mean bonus pay gap	39.91%
Median bonus pay gap	50.38%

Mean and Median Bonus Pay Gap

At The Delta Group, bonus payments are linked to financial and individual performance, for the reference group during the reporting period, a total of 45 employees received a bonus payment.

The bonus pay gap is driven by more employees in Operational roles being part of the bonus scheme. The bonus pay gap has decreased since 2023 however, this is due to more female employees within professional skilled roles being eligible for the bonus scheme.

- The Delta Group employ approximately 660 people across 7 trading companies within Great Britain & Ireland.

For the purpose of this report, Delta Display Ltd & Digital Viscom are the entites 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.

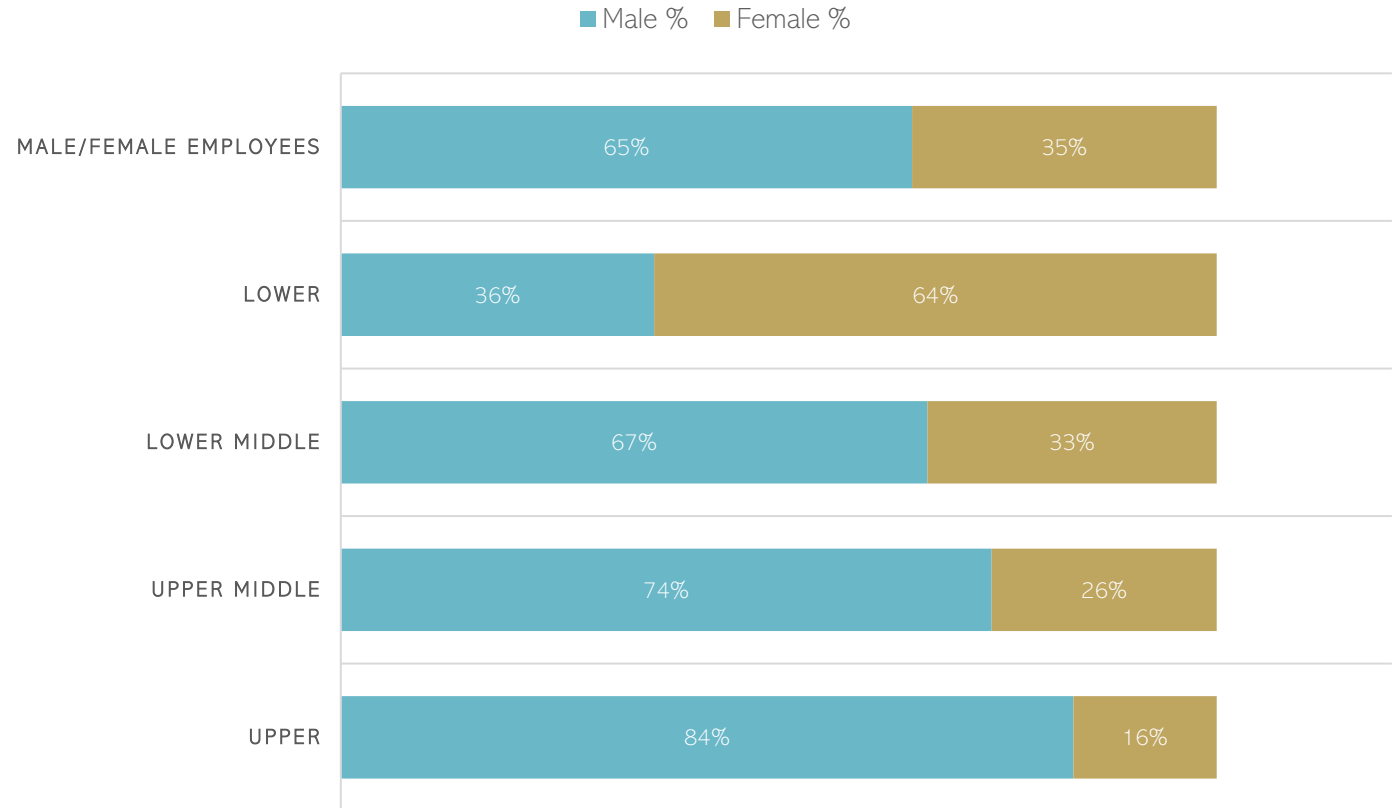
Declaration

I confirm this information and data reported is accurate as of the snapshot date 2023.

Lawrence Tingey

Group HR Director

GENDER PAY QUANTILES 2024



	Upper	Upper Middle	Lower Middle	Lower	Male/Female Employees
Male %	84%	74%	67%	36%	65%
Female %	16%	26%	33%	64%	35%

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 – Delta Creative, Feref, Superior Creative & Moving Print Distribution (Ireland) the gender pay data changes in some areas, for example:

- The % of female employees is higher in our Superior (47.3%) and Delta Creative (40%) businesses and at Feref 53% of our employees are female.
- The % of female employees in the upper quartile pay band increases to 25% across the Group the number of female employees in the upper and lower middle quartiles also increases at Group level.
- The inclusion of Delta Creative, Feref & MPD Ireland positively impact on the higher end of the pay quartiles with a higher percentage of female employees in management and skilled professional roles in these companies.
- Female employees have a higher median pay than male employees within the Delta Creative, Feref & MPD Ireland business.