

## Gender Pay Gap Report Domino Printing Sciences Headquartered in the UK

The Gender Pay Gap Regulations require employers in Great Britain with more than 250 employees to report the gender pay gap of their employees based in England, Scotland and Wales. The Regulations require that the data is based on a snapshot calculated as at 5<sup>th</sup> April 2017 and published on the UK Government website.

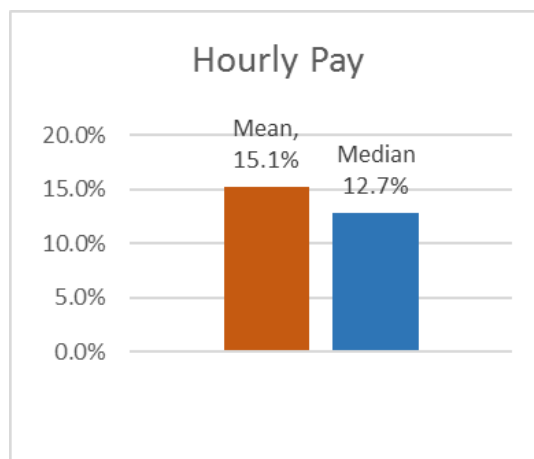
As with many companies, we do have a gender pay gap, though our results are consistent with other companies who operate in a technical, manufacturing or engineering sector. We are confident that we reward our employees fairly based on performance and experience, however, we continue to monitor the gap and are actively progressing actions to close the gap over time.

The results in context:

- **Gender pay gap – hourly rate**

Our report shows that there is a 15.1% mean hourly rate difference and a 12.7% median hourly rate difference.

The hourly pay gap is due to having proportionally more female employees in lower paid or less senior roles.



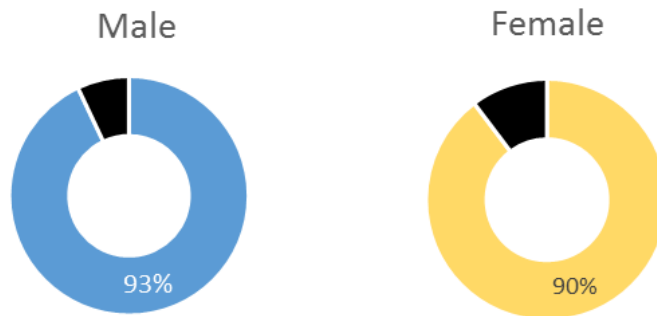
- **Gender bonus pay gap**

At Domino the bonus pay gap is 19.7% for the mean difference and 13.4% for the median. The larger gap here reflects that the roles in which higher bonus payments were made during the reporting period — i.e. sales positions which include a commission bonus structure — are where currently Domino have a larger proportion of men than women.

- Proportion of men and women receiving bonuses**

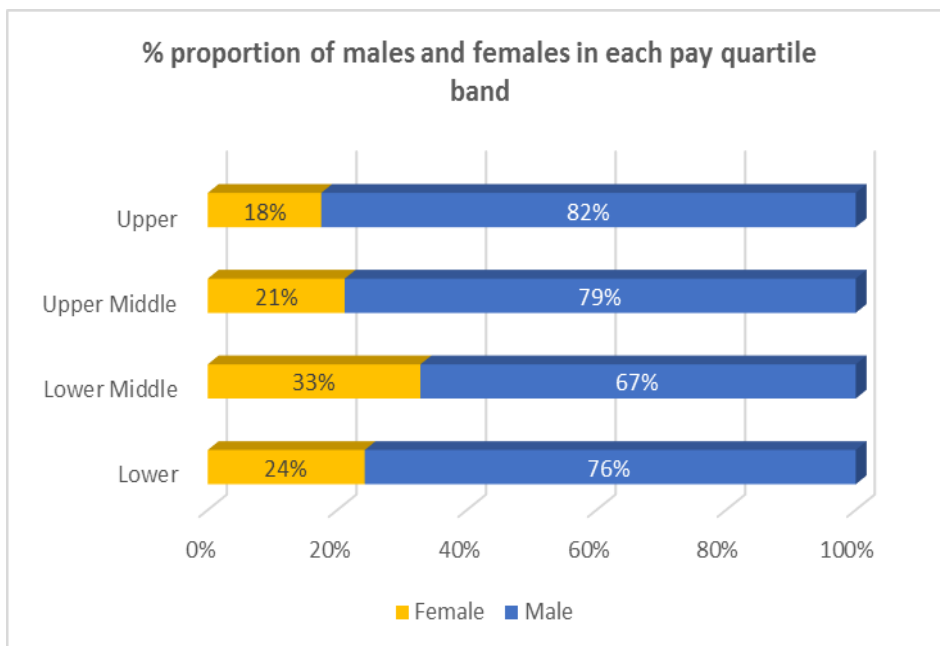
We would expect the proportion of men and women receiving a bonus to be equal however when this is analysed for the reporting year 2016 it shows that we recruited proportionality more women than men in the reporting period and therefore whilst it is positive that we are increasing the number of women we employ, they have not qualified to receive a bonus in their first year.

**Proportion of males and females receiving a bonus payment**



- Proportion of men and women in each quartile of the organisation’s pay structure**

This analysis shows that, compared to many organisations in similar sectors to Domino, the proportion of men and women at each level is quite balanced though we could still improve and continue our programme to support equality of opportunity.

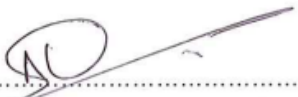




### Things we are doing

- ✓ We already offer a fair process of selection for recruitment and selection for promotion and are continually reviewing our practices to encourage more women to apply for roles
- ✓ We are actively involved in organisations who support women in science and engineering such as WISE and STEM
- ✓ We have a talent management programme which support all employees to achieve their aspirations
- ✓ We offer flexible working arrangements for working parents
- ✓ We have a strong mentoring programme with excellent role models

*I confirm that the published information for Domino Printing Sciences is accurate as required by Equality Act 2010 (Gender Pay gap information) Regulations 2017*

  
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Nigel Bond, Chief Executive Officer