



Gender Pay Gap Report 2022



FIRST FOR JUSTICE

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Foreword

In the last 12 months we continued to develop our whole inclusion strategy by listening to colleagues to understand how well we are embedding **our culture of belonging for all**. Based on their feedback we have focused on the following:



- We completed **Aspire** our **Talent** programme, with self-nomination (supported by our inclusion networks), which has resulted in 77% of female delegates gaining promotion or broader roles.
- We continue to deliver on our action plans for **Women in Finance** and the **Women in Law Charter**, focusing on career progression into leadership roles.

In addition, in the year ahead we will be:

- Launching guidelines focused on supporting women through menopause.
- Running career drop-in sessions where senior women can share their career journeys and their learnings.

We recognise that we still have further to go to create a culture where all women can flourish and give the best of themselves, and we are committed to achieving this.

With thanks

A handwritten signature in black ink that reads "Kate Banks". The script is fluid and cursive.

Kate Banks
Chief People Officer

Our statistics



	DAS UK	
	Mean	Median
Average Pay Gap	26.8%	25.3%
Bonus Pay Gap	50.1%	38.9%
	Male	Female
Percentage of Employees Receiving a Bonus	33.6%	25.2%



What's causing our gap?

The gender pay gap at DAS UK, which differs from and is not caused by *unequal pay*, has continued to be driven by a higher proportion of men in more senior positions.

Percentage of employees in each pay quartile

Top quartile (highest paid)

41.8% female **58.2%** male



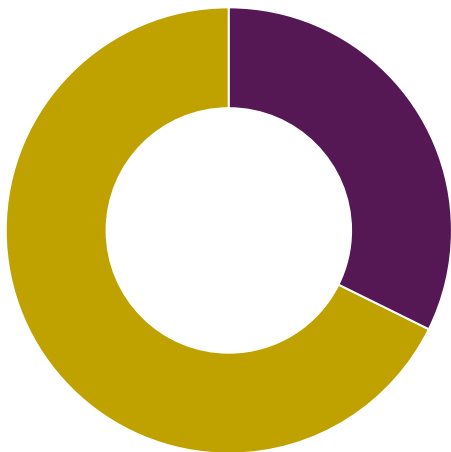
Upper middle quartile

55.7% female **44.3%** male



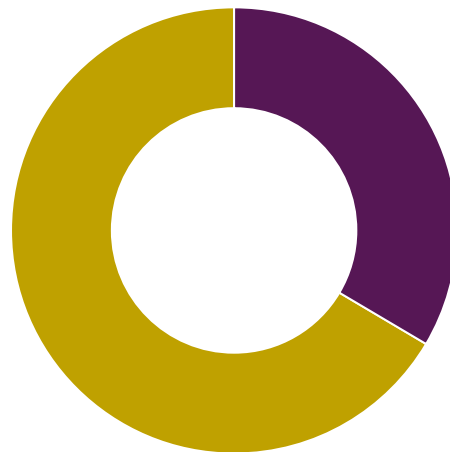
Lower middle quartile

67.7% female **32.3%** male



Lower quartile (lowest paid)

66.5% female **33.5%** male



Declaration

I confirm that the **DAS UK Group Gender Pay** statistics featured in this report are accurate, and have been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Kate Banks

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Chief People Officer



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