

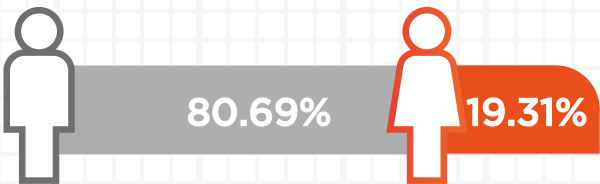
UK GENDER PAY REPORT 2024

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.

	2024	2023
Median Gender Pay Gap across all Doncasters Ltd employees in the UK	13.8%	10.1%
Mean Gender Pay Gap across all Doncasters Ltd employees in the UK	1.2%	-1.8%
Median Gender Pay Gap Bonus across all Doncasters Ltd employees in the UK	24.2%	22.8%
Mean Gender Pay Gap Bonus across all Doncasters Ltd employees in the UK	-14.1%	5.7%

The median Gender Pay Gap across all Doncasters Ltd employees in the UK is 13.8% lower for female employees compared to male.

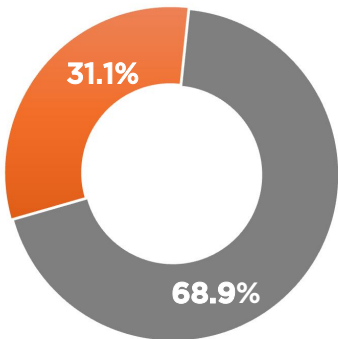
For comparison, the UK's National Gender Pay Gap was 8.3% in 2024. The mean Gender Pay Gap Bonus across all Doncasters Ltd employees in the UK at -14.1% shows that the mean bonus pay for female employees was higher than the mean pay for male employees.



Overall, female employees represent 19.31% of our UK employee population.

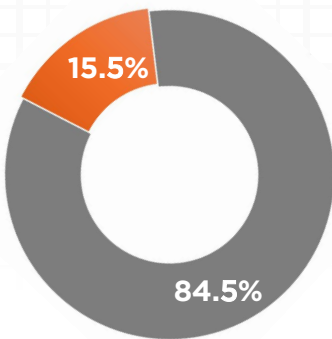
Gender distribution across Doncasters Ltd in the UK in four equally sized hourly pay quartiles:

Lower quartile



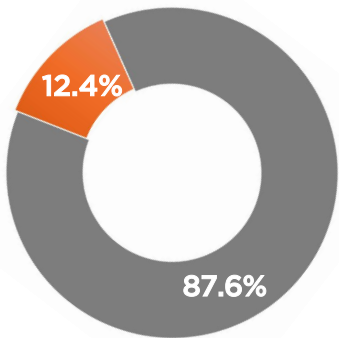
2023: 15.9% Women

Lower middle quartile



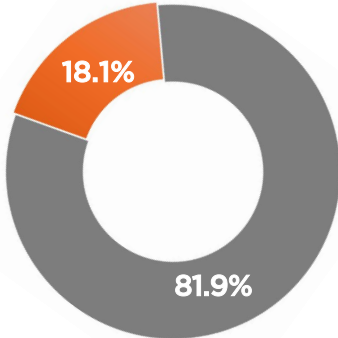
2023: 15.9% Women

Upper middle quartile



2023: 14.6% Women

Upper quartile



2023: 21.0% Women



772 employees
Data: As of 6 April 2024

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

Signed: *Mike Quinn*
Name: Mike Quinn

Position: CEO
Date: 28 December 2024