



DART PRODUCTS EUROPE LTD.

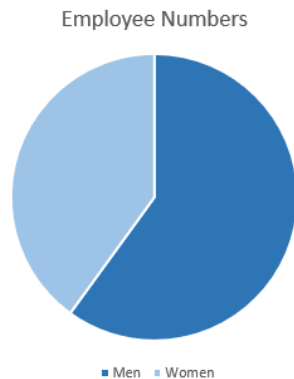
Gender Pay Gap Report 2019

What is Gender Pay Gap reporting?

Under legislation, employers with 250 or more employees in Great Britain are required by law to publish their gender pay gap information, covering pay and bonuses. Employers must report this information in six different ways; the mean and median gender pay gaps, the mean and median gender bonus gaps, the proportion of men and women who received bonuses and the number of men and women according to quartile pay bands.

Gender Pay Gap Analysis

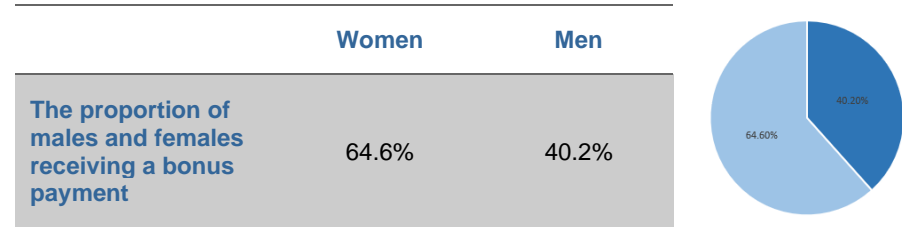
Dart Products Europe ("Dart") collected data on 5 April 2019, when the workforce consisted of 126 women and 189 men.



The figures obtained revealed the following pay and bonus gaps:

	Mean	Median
Gender pay gap	17.1%	20%
Gender bonus pay gap	73.4%	44%

Dart also collated data in relation to the proportion of males and females receiving a bonus during the preceding 12 month period



Upon analysis of the data, it appears our gender pay gap has arisen due to two main reasons:

1. Women hold fewer of the senior, more highly paid roles within the business. Although women make up 40% of our business, only 26.6% hold roles within the upper pay quartile. Similarly, women hold 79.5% of roles in the lower quartile, whereas men only hold 20.5%, highlighting that women make up the majority of roles within the lower quartile. Those employed in more senior roles receive proportionately higher bonus payments so the under-representation of women at the more senior levels also explains why we have bonus gap, despite the fact that more women received a bonus than men.

Proportion of females and males in each quartile band

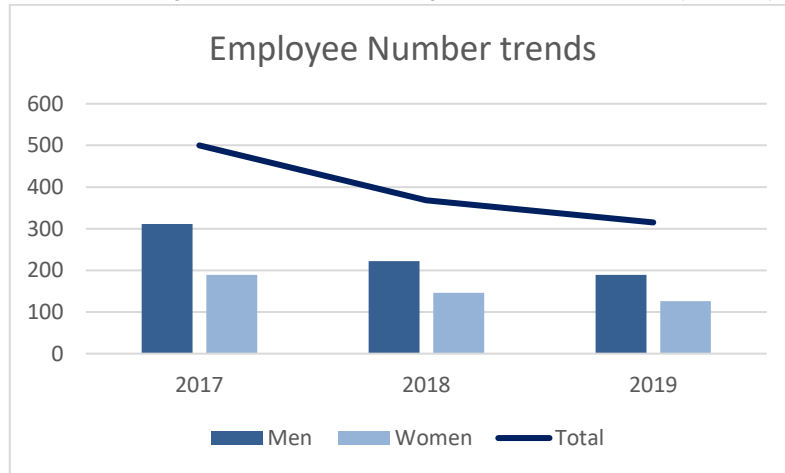
Quartile	Women	Men
Lower	79.5%	20.5%
Lower Middle	36.7%	63.3%
Upper Middle	17.7%	82.3%
Upper	26.6%	73.4%

2. There are fewer women employed overall within the business – 189 (60%) men as opposed to 126 (40%) women. This percentage figure is common within the UK Manufacturing sector.

Changes

This is our third year of posting figures allowing us to analyse the trends we have seen since 2017.

1. Our total employee numbers have decrease year on year but the percentage of the workforce being female has increased year on year.



2. Our mean and median pay gaps have increased each year meaning our 2019 figures show our biggest pay gap since reporting began despite efforts to promote and progress internally. This is also demonstrated in the reduction in percentage of women in the upper and upper middle quartiles and increase in the lower middle and lower quartiles.
3. Another notable trend is that year on year a higher percentage of women have received a bonus payment. Unfortunately, this does not necessarily equate to a reduced pay gap because the lower paid roles receive a lower bonus value and as the quartile results show this category predominantly consists of women.
4. The positive progress seen from 2017 to 2018 appears to have been reversed in the 2019 figures.

Causes

Our figures demonstrate a negative change in the gender pay gap compared to 2018, we feel this is a result of 2 key factors/events:

1. Department closures affecting one of our sites in this period were higher paid departments featuring predominantly women resulting in a negative impact on higher earning front line employees.
2. A cautious approach to strategy and recruitment resulted in us not replacing managers whom left through natural turnover. This was ahead of announcements made in April 2019 which is not within the scope of this report.

Closing the gap

Dart aims to ensure that people are treated equally at work, in line with the Equality Act 2010. This includes allowing employees the same opportunities for reward, recognition and development across all levels. Dart is also an equal opportunities employer, firmly believing in appointing the best candidate into the role, regardless of their gender or other factors covered by the Equality Act.

Dart already promotes gender pay equality and takes the following steps:

- Maintaining policies including, equal opportunity, legal and social accountability and recruitment.
- Allowing all employees, no matter their gender, to request flexible working under our flexible working policy.
- Conduct an annual appraisal system that promotes fairness and equality, with conscientious decisions being made on pay to reward all employees fairly.
- Dart sets a pay structure every year so that all employees progress and are rewarded for commitment at an equal level.

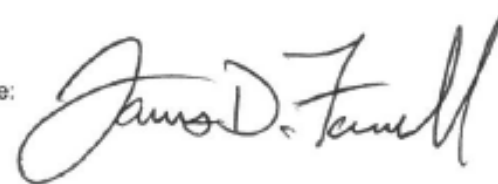
Over the forthcoming year, Dart will aim to further promote pay equality through:

- Conduct a review of our recruitment processes in relation to interviews and assessments and implement any appropriate changes.
- Explore how best to introduce more transparency into our internal recruitment processes and implement.
- Conduct training on Business Ethics with all employees, promoting ethical decision making and relating this to employment decisions.

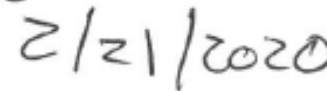
Dart faces a challenging 2019/20 period, but through this we may be presented with opportunities to further address the gender pay gap by working within our commitments stated above.

I confirm the gender pay gap data contained in this report is accurate and has been produced in accordance with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signature:

A handwritten signature in black ink that reads "James D. Farrell". The signature is written in a cursive style with a large, prominent 'J' and 'F'.

Date:

A handwritten date in black ink that reads "2/21/2020". The numbers are written in a simple, clear font.