

## **Dedalus UK (DH OPCO UK Ltd) Gender Pay Gap Report**

In 2017, the UK government introduced gender pay gap reporting legislation, which requires all companies with more than 250 employees to report their gender pay gap statistics annually. The method of reporting these statistics is set out by the relevant regulations, and this is the third year in which companies have been required to report.

The technology industry historically shows a gender pay gap greater than the average for all companies in the UK: In 2021 the average mean gender pay gap in the UK was 7.9% ([Link Here](#))

DH OPCO UK Ltd was formed in 2021 and is part of the Dedalus group, who are committed to and investing in Diversity and inclusion initiatives.

The statistics that we publish give you a view of the gender pay balance within the organisation at a particular point in time. Please note that the data is backward-looking. The pay gap percentages measure the difference between the average earnings of all male and female employees, irrespective of their roles and experience.

Dedalus UK (DH OPCO UK Ltd) recognises its responsibility to hire, promote and nurture our employees from all backgrounds and regardless of gender. Our gender pay gap reflects the industry-wide results.

Detailed analysis of our own data clearly indicates that the gender pay gap is a consequence of many of our employees being male, with a higher proportion of male employees in the company's top-level jobs.

Our summarised statistics, effective April 2021, are outlined below.

Mean gender pay gap

7.6%

Median gender pay gap

0.7%

The average gender pay gap highlights the specific issue that we and the technology industry face – that of promoting and recruiting women to leadership roles.

We pride ourselves on creating a flexible and accommodating working environment that enables all employees to enjoy a healthy work-life balance and take advantage of opportunities for career advancement.