

DEDALUS UK (DH OPCO UK LTD) GENDER PAY GAP REPORT

2023 REPORT

Diversity & Inclusion at Dedalus

At Dedalus, innovation starts with **inclusion**. As a company driven by our Core Values, we know diversity and inclusion are key enablers for us to succeed and grow.

Our international footprint connects people from across the globe and we are committed to celebrating diverse backgrounds, skills, experiences and creating an environment that reflects the many communities we reach. **'Pursuing Diversity and Inclusion'** is one of our **Core Values** and a part of our Dedalus DNA, which drives us to build a respectful, diverse, and inclusive environment by recognising the unique needs, perspectives, and potential of all members of our community.

Dedalus is proud to promote **diversity, inclusion, equity, and equality** and is committed to creating a safe and inclusive culture where we celebrate diversity in all forms and empower everyone to be the best they can be.

OUR DIVERSITY & INCLUSION COMMITMENT SETS OUT DEDALUS' APPROACH TO ENSURING RESPECT, INCLUSION AND SUCCESS FOR ALL OUR COLLEAGUES AND THE WIDER COMMUNITIES WE OPERATE IN. IT IS IMPERATIVE FOR US TO SHARE OUR COMMITMENT AND DEDICATION TO ENSURE AN INCLUSIVE AND DIVERSE WORKPLACE. WE RECOGNISE THAT WE HAVE IMPROVEMENTS TO MAKE AND, ON THIS JOURNEY, WE MUST REMAIN AUTHENTIC AND REALISTIC BUT ALSO AMBITIOUS.



Gender Pay Gap Reporting

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.

DH OPCO UK Ltd was formed in 2021 and is part of the Dedalus group, who are committed to and are investing in **diversity and inclusion** (D&I) 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 2023, are outlined below.

0.48%

MEAN GENDER PAY GAP (USING HOURLY PAY)

-0.89%

MEDIAN GENDER PAY GAP



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

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

As a company driven by our **values** within healthcare, we know diversity and inclusion are key **enablers** for us to **innovate, succeed** and **grow**. Our international footprint connects people from across the globe and we are committed to celebrating diverse backgrounds, cultures, skills, experiences and creating an environment that reflects the many communities we reach.

‘Pursuing Diversity and Inclusion’ is one of our organisational **Core Values** and a part of our **‘Dedalus DNA’**, which drives us to build a respectful, diverse, and inclusive environment by recognising the unique needs, perspectives, and potential of all members of our community. Dedalus is proud to promote diversity, inclusion, equity, and equality and is committed to creating a safe and inclusive culture where we celebrate diversity in all forms and empower everyone to be the best they can be.

How are we Driving Diversity & Inclusion?

Our actions over 2023, enabled us to drive our commitment to promoting diversity, inclusion, equality and equity:

- In 2023, we launched our **global Diversity & Inclusion Steering Committee** which involves 20 passionate employees, ranging in experience and seniority, and including members of our Executive team. This Committee helps us to drive our D&I Strategy & Action Plan, focussing on the following missions:
 - Ensuring **full compliance** with local equity legislation & regulation
 - Creating an **inclusive, equitable, safe and flexible environment**
 - Building our capability through an **inclusive talent pipeline**
 - Driving a **balanced, diverse & represented** workforce
- In 2023, we launched our [D&I Commitment](#), designed by our employees, internally & externally through internal communication and social media campaigns

- The D&I Steering Committee is led by a **Group D&I Lead and a leadership Sponsor**, which promotes our dedication to an inclusive environment
- In addition, over the past 2 years, as part of our ongoing cultural journey, we have been supported by over **325 Value Ambassadors** who are a global community driving **Engagement, Diversity & Inclusion** and **Wellbeing** initiatives.



Role: Group Chief Human Resources Officer

"We need to be practical in our actions as we want Dedalus to be a safe place for everyone where they can be themselves. To become stronger, we should start to listen, learn and mitigate biases and stereotypes."



What did we do in 2023?

- In 2023, we designed our **Gender Equity & Equality Action Plan** and formed a **Women's Forum** to drive engagement and communication initiatives.
- Globally, in 2023 we have increased the quality of our people-data to focus on **D&I statistics**, including gender.
- We promote **intersectional diversity** through our main awareness days such as **International Women's Day, Pride Month, Black History Month, Zero Discrimination Day, Girls in Science Day** etc.
- We have held two global TEDTalks for **Global D&I Month** with our external provider focused on two D&I topics. One being **'How to be an**

Ally' and one being **'Developing Cultural Awareness'**, by two inspiring female leaders.

- We continue to increase visibility of **females in Tech** by sharing internal content of our female leaders and externally via social media campaigns to attract candidates etc.
- We have held a **Female Leadership 'Ask Me Anything' workshop**. 'Ask Me Anything' was launched in 2023, as a fundamental part of our Diversity & Inclusion Strategy. These sessions foster **learning and education** on key D&I topics. They aim to generate a **safe space** for our colleagues to ask questions and hear the voices of our experienced panel.
- We continue to support important **STEM initiatives** across the globe, raising our profile in schools, colleges, and universities to attract females to STEM subjects. Globally, we partner with over **30 school, university and colleges**, have participated in over **80 employer branding initiatives** and have over **200 agreements of internships, graduates and apprentices** – all driving the importance of STEM for our future generations.
- Globally, we have reinforced our **zero-tolerance position** to any form of discrimination through our Code of Ethics and Whistleblowing processes, with global training to follow.
- In the UK, we promote **flexible working** including **remote and hybrid working** for our employees, encouraging work-life balance, supporting family commitments, improving health and wellbeing, and driving inclusivity.
- In the UK, we promote our **Graduate & Apprenticeship Programmes**, alongside partnerships with **local universities** to enable equal representation through early careers programmes.
- In the UK, we partner with **TechUK and PRSB** (Professional Records Standard Body), championing the roles in technology to deliver a better future for people, society, the economy and the planet.