

Double Diamond Gaming Ltd is required by law to publish an annual gender pay gap report.

This is its report for the snapshot date of 5 April 2017.

- The mean gender pay gap for Double Diamond Gaming Ltd is 10.03%.
- The median gender pay gap for Double Diamond Gaming Ltd is 3.66%.
- The mean gender bonus gap for Double Diamond Gaming Ltd is 46.32%.
- The median gender bonus gap for Double Diamond Gaming Ltd is 20.58%.
- The proportion of male employees in Double Diamond Gaming Ltd receiving a bonus is 63.27% and the proportion of female employees receiving a bonus is 67.16%.

#### Pay quartiles by gender

Band	Males	Females	Description
A	53.45%	46.55%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	61.40%	38.60%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	63.80%	36.20%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	73.68%	26.32%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## What are the underlying causes of Double Diamond Gaming Ltd's gender pay gap?

Under the law, men and women must receive equal pay for:

- the same or broadly similar work;
- work rated as equivalent under a job evaluation scheme; or
- work of equal value.

Double Diamond Gaming Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). As such, it:

- carries out pay and benefits audits at regular intervals;
- provides regular equal pay training for all managers and other staff members who are involved in pay reviews; and
- evaluates job roles and pay grades as necessary to ensure a fair structure.

Double Diamond Gaming Ltd is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Across the UK economy as a whole, men are more likely than women to be in senior roles (especially very senior roles at the top of organisations), while women are more likely than men to be in front-line roles at the lower end of the organisation. In addition, men are more likely to be in technical and IT-related roles, which attract higher rates of pay than other roles at similar levels of seniority. Women are also more likely than men to have had breaks from work that have affected their career progression, for example to bring up children. They are also more likely to work part time, and many of the jobs that are available across the UK on a part-time basis are relatively low paid.

This pattern from the UK economy as a whole is reflected in the make-up of Double Diamond Gaming Ltd's workforce, where the majority of front-line customer assistants within its casinos are women, while the majority of line manager and senior manager roles are held by men. In addition, the majority of the relatively highly paid e-commerce roles are held by men and not women.

This can be seen above in the table depicting pay quartiles by gender. This shows Double Diamond Gaming Ltd's workforce divided into four equal-sized groups based on hourly pay rates, with Band A including the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. However, within Double Diamond Gaming Ltd, 46.55% of the employees in Band A are women and 53.45% men. The percentage of male employees increases throughout the remaining Bands, from 61.40% in Band B to 63.80% in C and 73.68% in D.

**How does Double Diamond Gaming Ltd's gender pay gap compare with that of other organisations?**

The vast majority of organisations have a gender pay gap, and we are pleased to be able to say that Double Diamond Gaming Ltd's gap compares favourably with that of other organisations, including those within our industry.

The mean gender pay gap for the whole economy (according to the October 2017 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.4%, while in the retail and wholesale sector it is 18.9%. At 10.03%, Double Diamond Gaming Ltd's mean gender pay gap is, therefore, significantly lower than both that for the whole economy and that for our sector.

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I, Duncan Savage, Managing Director, confirm that the information in this statement is accurate.

Signed

Date

  
29<sup>th</sup> MARCH 2018.