




DELTA | GROUP

UK's Leading Visual Communications & Multi-
Channel Marketing Service

Gender Pay Report 2021



At The Delta Group, our ambition is to be the most trusted and respected end-to-end visual communication business in the world. Achieved through innovation, progress and evolution of our clients' marketing campaigns to stand-out in a crowded market.

We specialise in the design, print and fulfilment of promotional marketing materials. We remain owner-managed and independent, meaning that we have the agility of a small business but the resources of a large one.

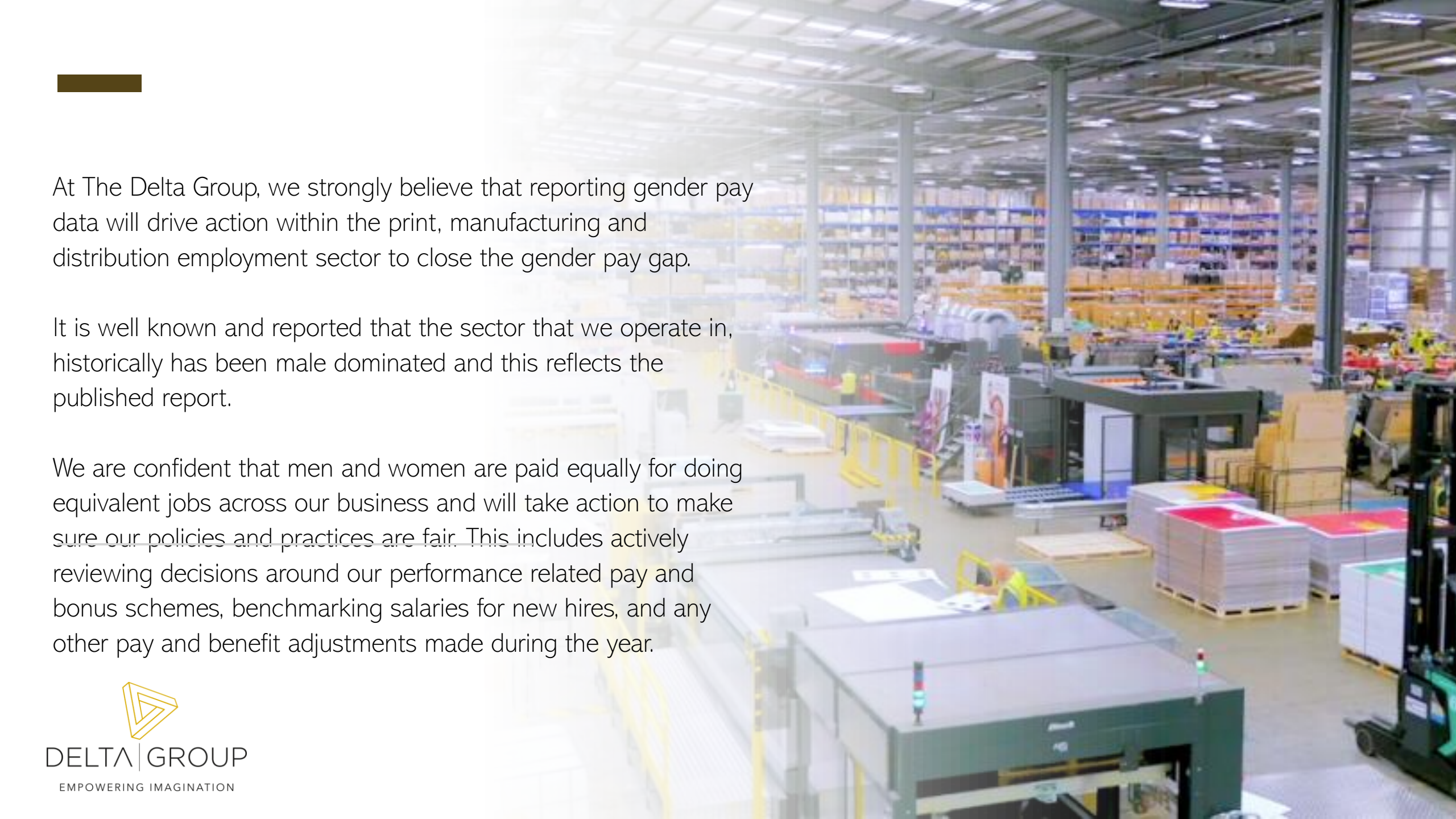
Delta is committed to service excellence instore, outdoor and online.

The Delta Group has offices and production facilities in London, Hertfordshire, Melksham and Dublin.



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EMPOWERING IMAGINATION



At The Delta Group, we strongly believe that reporting gender pay data will drive action within the print, manufacturing and distribution employment sector to close the gender pay gap.

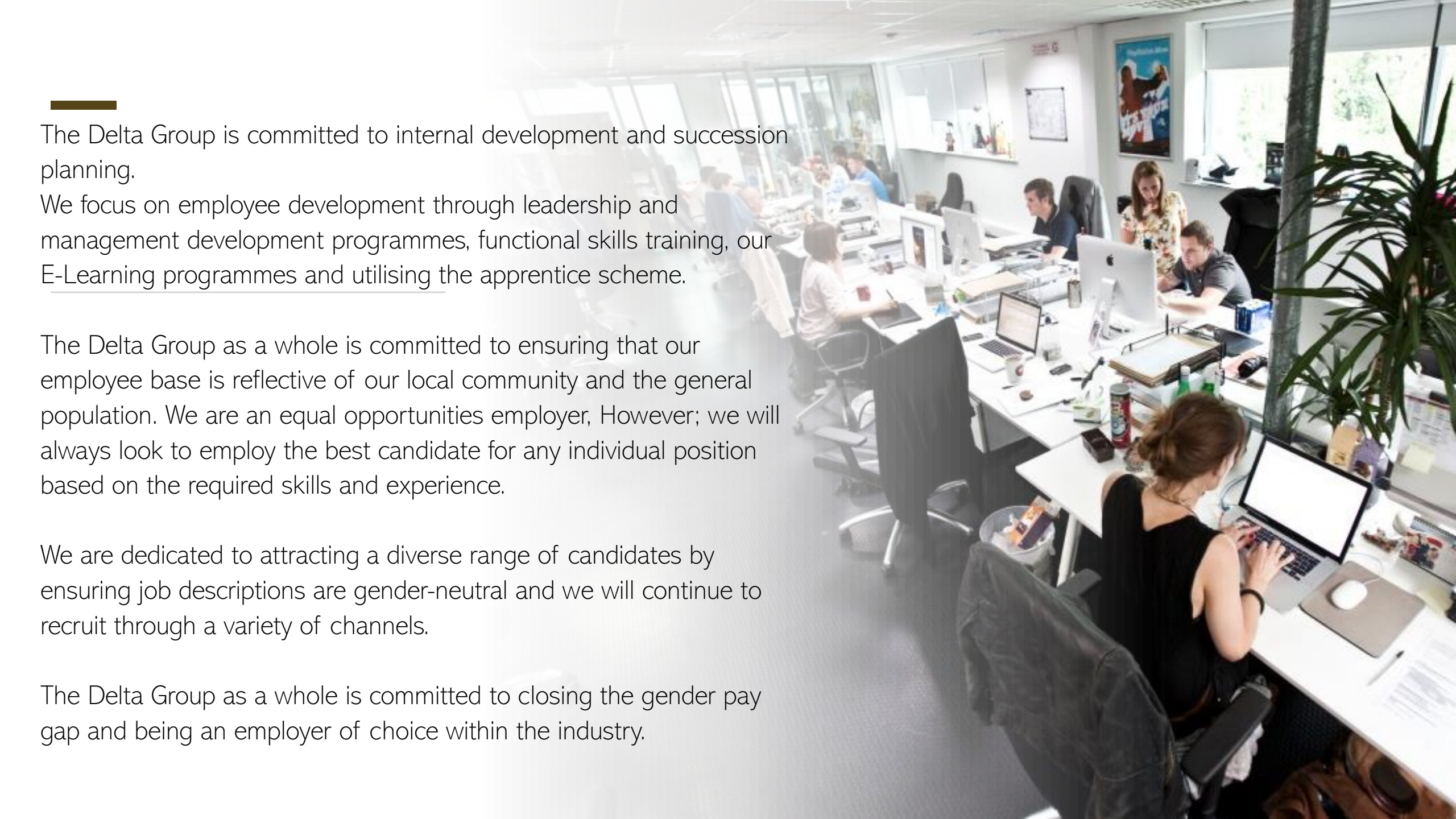
It is well known and reported that the sector that we operate in, historically has been male dominated and this reflects the published report.

We are confident that men and women are paid equally for doing equivalent jobs across our business and will take action to make sure our policies and practices are fair. This includes actively reviewing decisions around our performance related pay and bonus schemes, benchmarking salaries for new hires, and any other pay and benefit adjustments made during the year.



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EMPOWERING IMAGINATION



The Delta Group is committed to internal development and succession planning.

We focus on employee development through leadership and management development programmes, functional skills training, our E-Learning programmes and utilising the apprentice scheme.

The Delta Group as a whole is committed to ensuring that our employee base is reflective of our local community and the general population. We are an equal opportunities employer, However; we will always look to employ the best candidate for any individual position based on the required skills and experience.

We are dedicated to attracting a diverse range of candidates by ensuring job descriptions are gender-neutral and we will continue to recruit through a variety of channels.

The Delta Group as a whole is committed to closing the gender pay gap and being an employer of choice within the industry.

Gender Pay Gap Reporting

The gender pay gap shows the difference in average pay between women and men.

It does not measure equal pay, which relates to what woman and men are paid for the same or similar work of equal value. In this report, we share the median and mean pay gaps between men and women's salary and bonuses.

Mean figure

The regulations require us to report the difference between the mean hourly rate of men compared to the mean hourly rate of women, expressed as a percentage of the men's figure.

Median figure

The regulations require us to report the difference between the median hourly rate of men compared to the median hourly rate of women, expressed as a percentage of the men's figure.

Bonus

The regulations require us to report how many men and women are paid a bonus payment, expressed as a percentage.

Quartiles

The regulations require us to report how many men and women are in each pay quartile, expressed as a percentage within each quartile.

Mean gender pay gap	+26.4%
Median gender pay gap	+23.7%

Mean and Median

The gap is primarily driven via a large number of skilled manufacturing and operational roles being held by men. This is consistent with demographics in the wider print, logistics distribution and manufacturing sector.

We have a number of shift workers which includes the requirement to work unsociable hours including night shifts and shifts of up to 14 hours. We pay a premium rate for shifts considered to be unsociable however we attract less female candidates to work these hours.

One of the other key factors that drives our gender pay gap is that fewer women currently occupy middle and senior leadership roles. We have made progress in this area and notably we have increased the percentage of female employees in our upper and lower middle quartiles. This has been achieved through development and succession planning leading to more female employees within management, supervisory and specialist/skilled roles.

Mean and Median Bonus pay gap

At The Delta Group, bonus payments are linked to financial performance and during the reference period, no bonuses were paid to any employees.

The Delta Group employ approximately 600 people across 5 legal entities within Great Britain & Ireland.

For the purpose of this report, Delta Display Ltd, POP & Digital Viscom are the entites that qualify for the gender pay reporting.

These entities are primarily involved in the sales, production, manufacturing and distribution of point of sale and promotional marketing materials.

Declaration

I confirm this information and data reported is accurate as of the snapshot date 2021.

Lawrence Tingey,
Group HR Director

Delta Display Ltd	
Male/female employees %	67/33%
Mean gender pay gap	+26.4%
Median gender pay gap	+23.7%
Mean bonus pay gap	0%
Median bonus pay gap	0%
Males/females% receiving bonus payment	0%
Upper quartile (male/female%)	79.1/20.9%
Upper middle quartile (male/female%)	66.7/33.3%
Lower middle quartile (male/female%)	60.3/39.7%
Lower quartile (male/female%)	61.2/38.8%