



# DELTA | GROUP

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

Gender Pay Report 2022

Here at the Delta Group we're proud to be Europe's leading visual communication provider. We empower world renowned brands and serve industries across the UK specialising in the Retail, FMCG, Film & Gaming and Out of Home (OOH) sectors.

As an omni-channel group, we manage and deliver a full service from the conception of an idea to art working, production and installation. Using our proprietary technology, Workstream X, we are able to gather insights and collect data post-launch.

The Delta Group has offices in London, Hertfordshire, Wiltshire and Dublin.

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 we 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

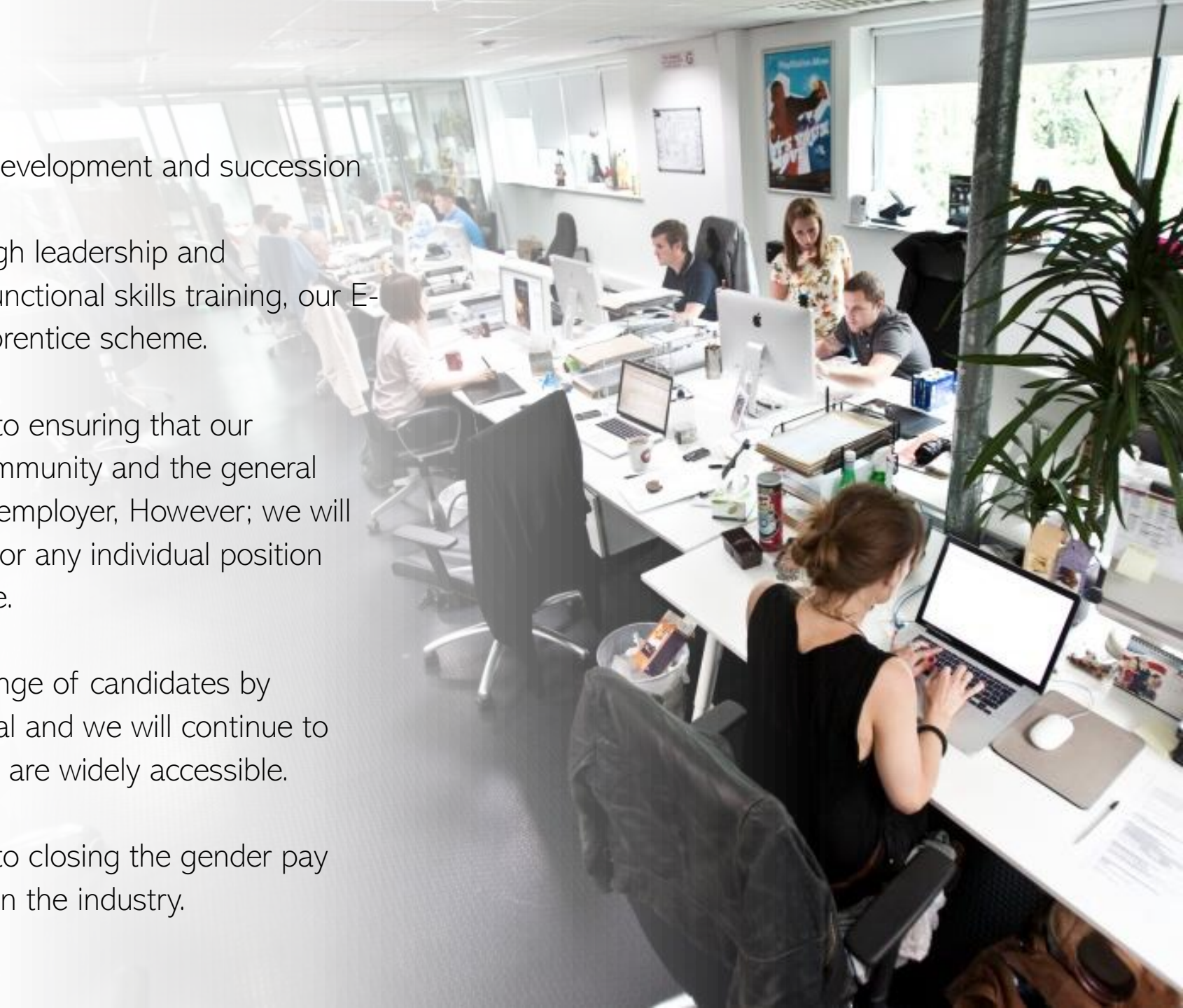
The Delta Group is committed to internal development and succession planning.

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 which are widely accessible.

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	+28.50%
Median gender pay gap	+26.60%

## Mean and Median Pay Gap

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 increased the percentage of female employees in our upper and lower middle quartiles. This had been achieved through development and succession planning leading to more female employees within management, supervisory and specialist/skilled roles. The 2022 gender pay report will be influenced by the impacts of the Covid pandemic and Brexit. The number of employees that form the 2022 Gender Pay Report has decreased by 18.9 % from the 2021 report, this is primarily related to organisational restructures as a result of the pandemic.

We have also seen an increased number of EU nationals leaving the Company to return to their home country following the end of free movement as a result of Brexit. This particularly applies to workers in unskilled and semi skilled roles. The attrition rate within these roles is higher in male than female employees and consequently the % of female employees in the lower quartile has increased.

Mean bonus pay gap	27%
Median bonus pay gap	26.8%

## Mean and Median Bonus Pay Gap

At The Delta Group, bonus payments are linked to financial performance, during the reference period, a total of 36 employees received a bonus payment.

The reason for the bonus pay gap is generally down to more males holding positions in senior print operations management roles compared to females.

The Delta Group employ approximately 650 people across 7 trading companies within Great Britain & Ireland.

For the purpose of this report, Delta Display Ltd, POP & Digital Viscom are the entities 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 Limited	
Male/Female Employees	66/34
Mean gender pay gap	+28.50%
Median gender pay gap	+26.60%
Mean bonus pay gap	+27%
Median bonus pay gap	+26.8%
Males/females receiving bonus pay gap	9/7%
Upper quartile (male/female)	85.5/14.5
Upper middle quartile	70.5/29.5
Lower middle quartile	65/35
Lower quartile	45/55



## Additional Commentary

Not all companies within the Delta Group form part of the gender pay reporting requirements. If we further include the other Group Companies – Superior Creative Ltd, Delta Creative & Moving Print Distribution (Ireland) the gender pay data changes in some areas, for example:

- The % of female employees is higher at 37%
- The % of female employees in the upper quartile pay band increases to 24%, the number of female employees in the upper and lower middle quartiles also increase to 31% & 38% and the number of female employees in the lower quartile reduces
- The inclusion of Delta Creative & MPD Ireland positively impact on the higher end of the pay quartiles with more female employees in management and professional roles in these companies.

The 2022 Gender Pay Report has been influenced by organisational changes as a result of the impact of both the Covid pandemic and the changes to the free movement of EU citizens as a result of Brexit. The 2023 report should give a more accurate reflection of our workforce as these influences decrease.