



# DIGNITY GENDER PAY GAP REPORT

2023

DIGNITY  
PLC

# Gender Pay Gap 2023

## What is the Gender Pay Gap?

The Gender Pay Gap measures the differences in rates of pay and bonus that women and men receive irrespective of their role or level in the company.

The gap is shown as the difference in women's and men's pay as a percentage of men's pay.

This is different to equal pay which refers to the pay differential of men and women doing the same role.

## Our Commitment

Our ambition is to be the most inspirational and rewarding employer.

We believe that our colleagues are our strategic differentiator and therefore commit to providing an environment where they are treated fairly and equitably.

We believe in nurturing talent from within and our aim is to provide all colleagues with the tools and support to reach their full potential.

## Our Approach

As a business we continually welcome new talent into the business. Every role is benchmarked prior to recruitment taking place to ensure that our pay is both competitive and reflective of the needs of the role.

In 2023 we continued with our commitment to be a real living wage employer ensuring that everyone across the organisation, regardless of gender, were paid a wage reflective of the economic environment we find ourselves in.

Further work was undertaken in 2023 to improve minimum rates of pay within our operation that were introduced in the prior year.

## Our Report

This report contains our 2023 gender pay gap for colleagues employed by Dignity Funerals Limited and Dignity Funerals 3 Limited and has been compiled inline with the regulations set out by the UK Government.

The pay gap relates to 4,418 colleagues. Of this cohort, 53% were men and 47% were women.

I confirm that the data provided is accurate and inline with the mandatory requirements.

**Nick Edwards**

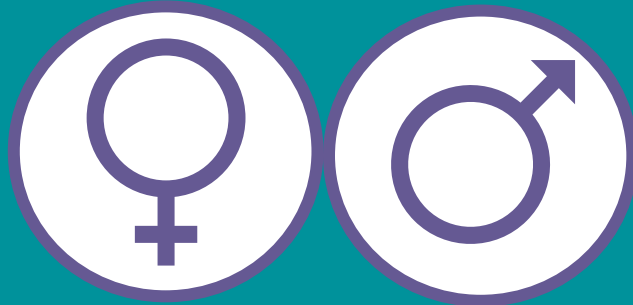
**Interim Chief Executive Officer**

# Pay

Basic hourly rate

Our mean (average)  
gender pay gap is

**14%**



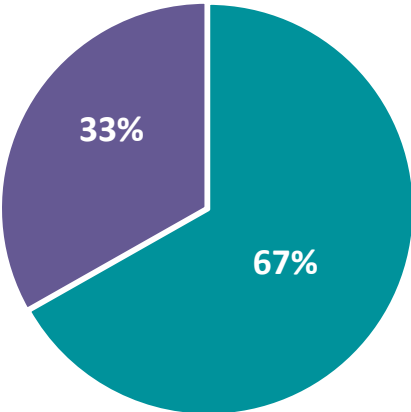
This is a **7.4% point decrease** on 2022 and below the UK national average of 7.7% as reported in April 2023.

Our median (middle) gender pay gap is **11.8%**.

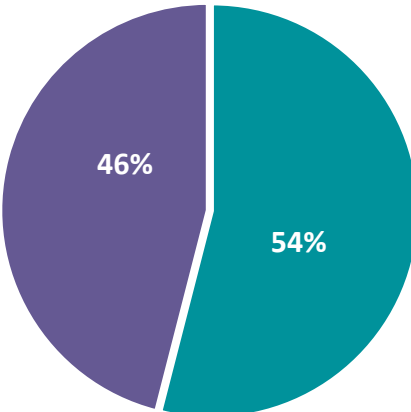
# Gender Pay Gap 2023

Proportion of Male and Female Colleagues according to quartiles:

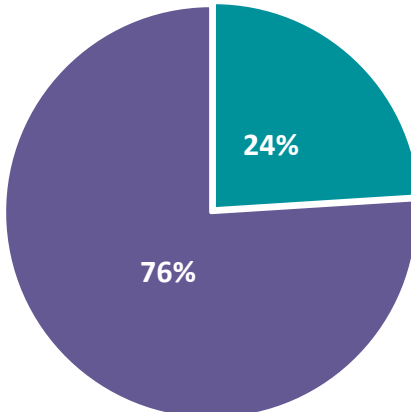
Upper (Highest Paid)



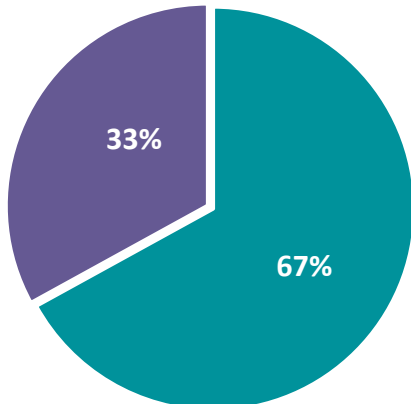
Upper Middle



Lower Middle



Lower (Lowest Paid)



The total number of colleagues included in the calculation for April 2023 was 4,418 (increased from 4,083 from 2022's report).

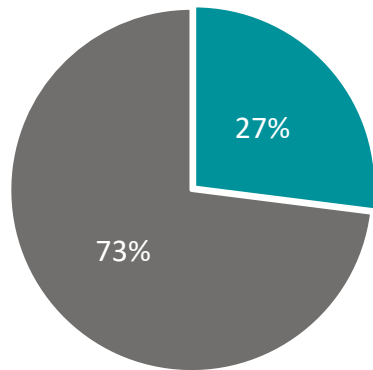
53% Men  
47% Women

# Bonus Gap 2023

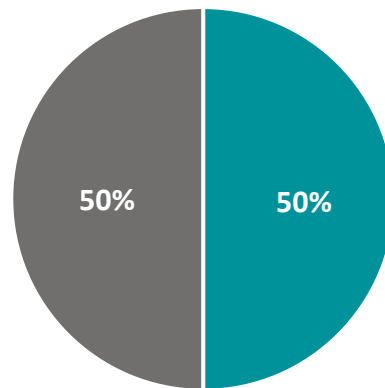
## Gender Split on Bonus Payments

For the 2023 reporting period, 27% of males within the organisation received a bonus. For the same period, the split of female colleagues receiving a bonus payment was 50/50.

- Received a bonus %
- Did not receive a bonus %



Distribution of bonus payments for **male** colleagues



Distribution of bonus payments for **female** colleagues

## Difference in Bonus Payments

The difference between the number of Male and Female Colleagues receiving a Bonus has improved year on year.

- 24.5% Median Bonus Pay Gap. A decrease from a gap of 33.6% in 2022.
- 24.5% Mean Bonus Pay Gap. A decrease from a gap of 35.5% in 2022

The improvement in our bonus pay gap is largely attributed to the change in gender makeup of both our Executive team and Funeral Plan Consultants.

# Addressing the Gap

For the 2024/25 reporting period, we look forward to delivering a number of our colleague focused programmes that we believe will begin to have a material impact on our Gender Pay Gap.

## Talent

- Continued review of our hiring practices to ensure we reach the most diverse funnel of talent.
- Continued work on our hiring practices to identify and remove the opportunity for unconscious bias.
- Continued review of our talent management programmes to identify opportunities to increase greater diversity in participation.

## Reward

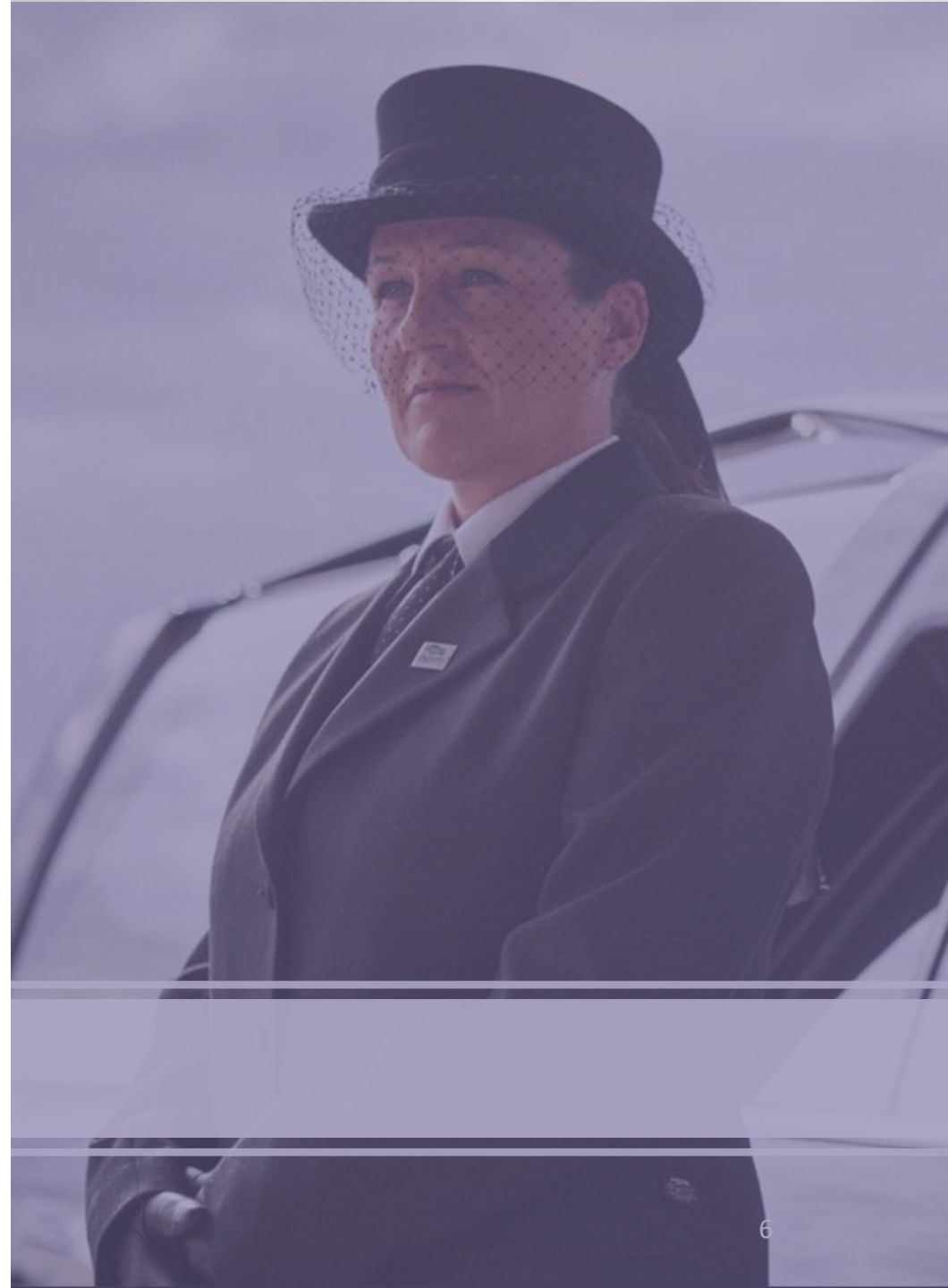
- Planned implementation of job architecture to ensure we stay true to our ambition to be the most rewarding and inspirational employer.

## People

- Continued review of our policies and procedures to insure we offer an inclusive framework from which to manage within.

## Equality, Diversity and Inclusion

- A continued focus on reviewing and delivering our wider people strategy through the lens of equality, diversity and inclusion.



# THANK YOU

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