



**design** group

**GENDER PAY GAP REPORT**  
**DG UK 2024**

## An Introduction from Melanie Bassett, HR Director of IG Design Group UK Ltd

We are pleased to report that we have once again made significant progress in reducing our mean gender pay gap during this reporting year.

In 2017, our mean gender pay gap stood at 20.94%. Today, we are proud to share that it has been reduced to just 1.46%. This remarkable progress reflects our ongoing commitment to creating a fairer, more equitable workplace.

The changes have been driven by several factors, including a comprehensive review of our pay structures, strengthening our flexible working practices and a continued focus on fostering a culture where women feel supported and empowered to step into senior leadership roles. We are encouraged by how far we've come and remain dedicated to building on our achievements.

A particularly positive development for us over the last couple of years has been the increasing representation of women at senior levels. While last year saw a higher number of females than males in Quartile 1, this year reflects a more balanced distribution, with 45 males and 44 females. This supports our broader ambition to foster a more equal and inclusive workplace for everyone.

Our People Strategy continues to play a critical role in driving our growth and success. By embedding progressive people practices and enhancing the overall employee experience, it enables us to build an environment where all employees can thrive. We are committed to fostering a culture that is open, respectful, and inclusive—where every individual feels valued, heard, and empowered to contribute.

Our values continue to underpin everything we do. Over the past year, we have made meaningful progress in strengthening employee engagement, improving communication, and building capability across all levels of the organisation. This momentum will continue into 2025/2026 as we focus on growing our business and investing in our future.

Looking ahead, we will continue to evolve our People Strategy and ensure our employee value proposition attracts and retains top talent. Building capability will remain a key focus as we strive to optimise processes and efficiencies. We are also committed to shaping policies and practices that promote a healthy work-life balance and support long-term wellbeing for our workforce.



# WHAT IS GENDER PAY REPORTING?

The mandatory gender pay gap reporting regulations require all companies with 250 or more employees to publish details of their gender pay and bonus gap.

The Gender Pay Gap is the difference between the average hourly pay and bonuses of all men and all women across an organisation.

- Gender pay gap (mean and median averages) – these are based on an hourly rate of pay at 5<sup>th</sup> April 2024.
- Gender bonus gap (mean and median averages) – this considers bonus pay received in the 12 months leading up to the 5<sup>th</sup> April 2024.
- Proportion of men and women receiving bonuses in the 12-month period preceding 5 April 2024.
- Proportion of men and women in each quartile of the organisation's pay structure.

## Mean Average



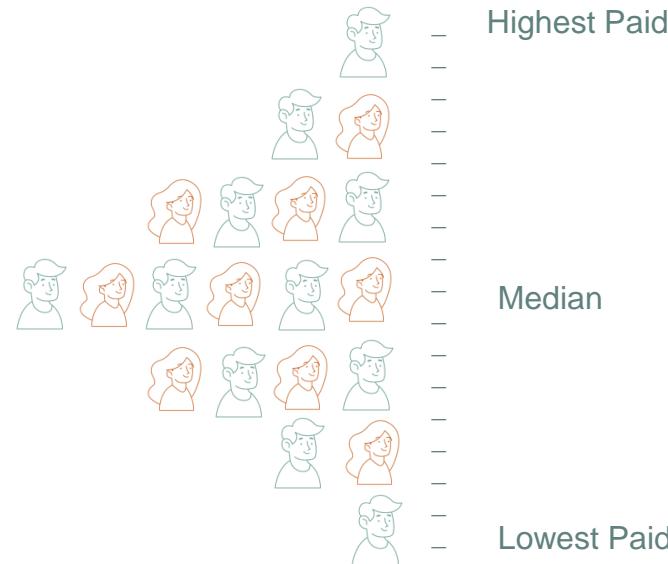
To calculate, we take all the male hourly rates and divide by the total number of male employees to reach an average rate.



Then we take all the female hourly rates and divide by the total number of female employees.

The difference between those rates is the “mean average” gender pay gap.

## Median: Mid- Point



The difference between those rates is the “median” gender pay gap.

To calculate, we take every member of staff in order of salary, from the lowest salary to the highest salary.

We take the mid-point for all the females and all the males and then we work out the % difference

**The following report shows IG Design Group UK Ltd gender pay gap using payroll detail from April 2024.**

- IG Design Group UK Ltd employs 205 males and 148 females.
- The Company is an equal opportunities employer.
- Males and females in equivalent roles are paid equivalent rates.

The report does show a gender pay gap, but the commentary explains the gap and the significant progress made.



**At IG Design Group, we believe in job opportunities for everybody regardless of gender, we continue to challenge ourselves and are committed to reducing our gender pay gap further.**

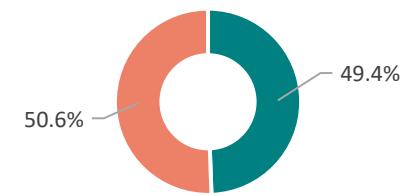
# Gender Pay Figures for IG Design Group UK Ltd

The figures below for pay and bonuses are derived from the payroll for the year commencing April 2024. The gender pay gap gives a snapshot of gender balance within an organisation. It measures the difference between the average earnings of all male and female employees, irrespective of role or seniority.

	Mean	Median
Gender Pay Gap	1.46%	9.12%
Gender Bonus Pay Gap	23.1%	41.7%

## Proportion of females and males in each quartile band

Upper Quartile

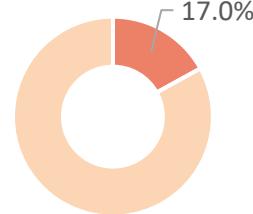


Upper Middle Quartile

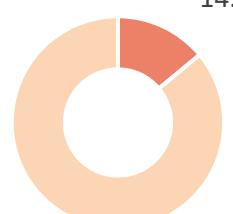


## Proportion of females and males receiving a bonus payment

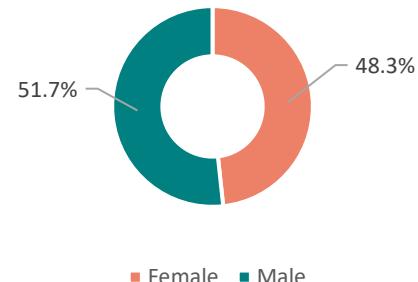
Proportion of Female's Receiving Bonus



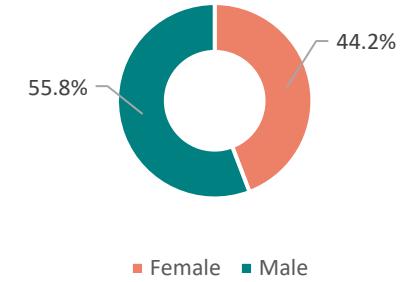
Proportion of Male's Receiving Bonus



Lower Middle Quartile



Lower Quartile



# The Gap Explained

Our workforce consists of 58% male employees and 42% female employees, which is relatively balanced considering that a significant portion of our operations involves manufacturing and warehousing, where male representation is typically higher.

While we have made significant progress in narrowing the gender pay gap, the median gap has risen to 9.12%. This increase is primarily due to the higher proportion of men working in production, engineering, and warehouse roles, areas where male employees typically outnumber female employees. This trend is especially evident in our quartile 2 metrics, where 74% of the workforce is male. This quartile includes a substantial number of technical manufacturing and engineering roles, which remain predominantly male-dominated. However, outside of this quartile, the gender distribution in the remaining quartiles is relatively balanced.

At the time of calculation, our Senior Management Team (SMT) consisted of 5 males and 2 females. However, we expect a shift in gender representation in the next reporting year, following the recruitment of 2 females into the SMT (Chief Commercial Officer and Product Development & Sourcing Director) and the retirement of a male Commercial Director.

Our Leadership Team, which consists of 16 members, reflects an equal gender split, with male and female employees equally represented.

While we continue to focus on further reducing gender imbalances, we also recognise the strides we have made in closing the gender pay gap. We remain committed to promoting greater diversity and inclusion at all levels of the organisation.





## Bonus Payments

During the year, there was a mix of bonus payments issued. These included contractual bonus for the senior leadership teams, target-led bonus for our commercial teams and reward bonus for key individuals supporting the implementation of the new ERP system implementation.

The total number of participants issued bonus were 25 females and 29 males.

The gap we have in our bonus average gender pay gap is heavily influenced by the fact that there is a smaller proportion of women in our most senior roles (which typically have a higher bonus opportunity).

# What are we doing to reduce the pay gap?

Our Gender Pay Gap is relatively low at 1.46% and we recognise the improvements we have made. Our future focus is on sustaining our progress and enhancing inclusivity in every aspect of our workplace.



## In Practice:

### **Increase Participation in "Your Voice, Our Future" Employee Survey**

By empowering employees to speak up, we're turning feedback into action - creating meaningful change and a workplace where everyone feels seen, heard, and included.

### **Continue to Strengthen our ED&I Strategy**

Promoting a culture of equal opportunities for all and fostering an environment where diversity, equity, and inclusion are integrated into what we do.

### **Prioritising Employee Wellbeing**

Supporting the mental, emotional, and physical health of our employees is essential to thriving in work and beyond. We will continue to put wellbeing at the heart of our culture and champion flexible working models that promote a work-life balance.

### **Embedding Core Values into everything we do**

We are committed to fair and inclusive practices at every stage of the employee lifecycle by building a culture that is fair and inclusive.

### **Provide Equal Learning & Career Development Opportunities**

Providing access to learning platforms for everyone and promoting career growth and development opportunities without barriers.

Our team's strength lies in its diversity.

By recognising and valuing the unique contributions of each individual, we foster a workplace that is not only more vibrant but also more innovative and successful.

This year, our annual events calendar featured Women's Health Week, which focused on educating and supporting both women and men in our workforce.

In addition to this, we recently partnered with our international colleagues to establish a global Women's Development Network.

We also continued our tradition of celebrating International Women's Day, launching a global #AccelerateAction campaign. This initiative highlighted the incredible talent of our female colleagues.

Looking ahead, we remain committed to promoting a future that is inclusive, diverse, and equal for all genders.



# Declaration

We confirm that our data is accurate and has been calculated according to the requirements of the equality act 2010 (Gender Pay Gap information) Regulations 2017.

A handwritten signature in black ink, appearing to read "Emily".

Emily Thomas-Hey  
Managing Director  
IG Design Group UK Limited

A handwritten signature in black ink, appearing to read "Melanie".

Melanie Bassett  
HR Director  
IG Design Group UK Limited