



Gender pay
gap reporting

2023

At GDS we are committed to championing diversity.

We firmly believe that a diverse workforce provides the best foundation for the continued successful delivery of world class solutions for our clients.



In line with the Equality Act 2010, all UK organisations with over 250 employees are now required to publish the details of their gender pay and bonus gaps.

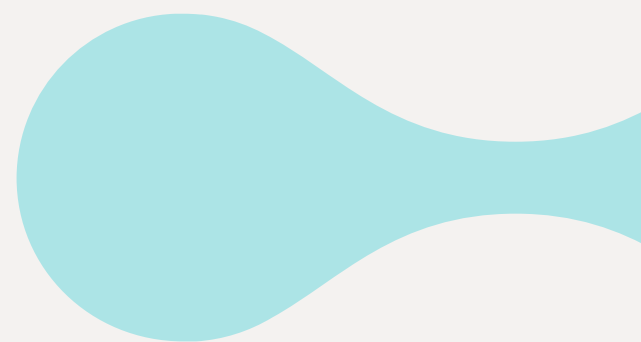
The pay data has been calculated for the pay period up to and including 5 April 2022. The bonus calculation is for the year 6 April 2021 to 5 April 2022.

We will publish our gender pay figures annually, and continue with our commitment to diversity and inclusivity across the business.

I hereby confirm that the information provided in this report to be accurate.

A handwritten signature in grey ink, appearing to read 'Charles Oakley'.

Charles Oakley
Chief Executive Officer

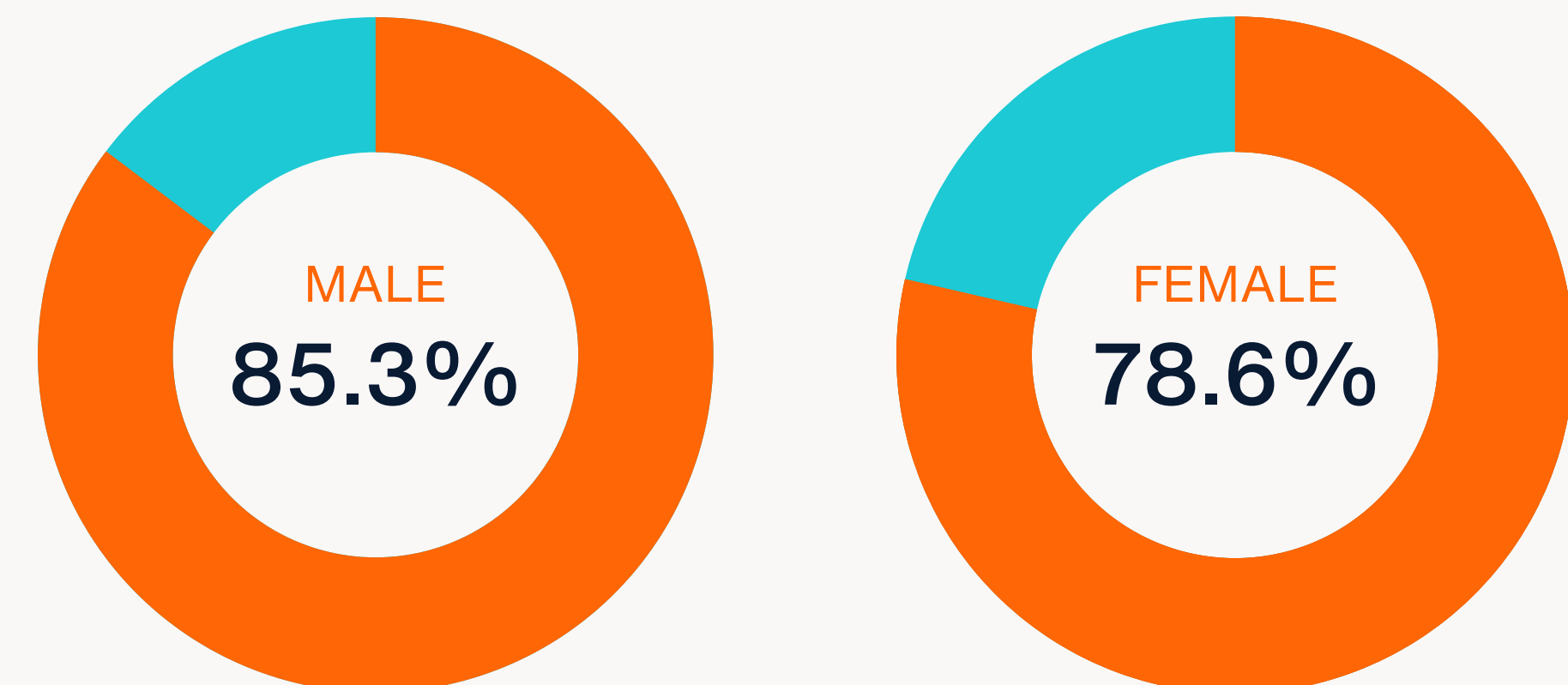


Pay and bonus gap¹

	Male	Female
Upper	64.2%	35.8%
Upper Middle	65.7%	34.3%
Lower Middle	61.3%	38.7%
Lower	71.4%	28.6%

Bonus payments

Proportion of men and women who received a bonus payment for the year 6 April 2021 to 5 April 2022.



Average pay and bonus gap²

Median and mean pay differences of men and women for the year 6 April 2021 to 5 April 2022.



GDS have a lower median pay gap of 3.6% between men & women compared to 14.9% national average

	Median	National average	Mean	National Average
Hourly Pay	3.6%	14.9%	19.5%	13.9%
Bonus	54%		44.6%	





1 - Pay quartile figures are calculated by dividing the pay rates into four equal groups from the lowest to the highest and calculating how many male and female employees are in each group. The highest paid 25% are represented by the “upper” quartile.

2 - The median and mean hourly gender pay gap (as at 5th April 2022) and bonus gap (for the year to 5th April 2022) are expressed as the difference between the mean/median hourly rate / bonus for men and women as a percentage of the mens rate / bonus pay.

3 - Source: Annual Survey of Hours and Earnings, Office for National Statistics, 2022