

Published 2nd April 2026

Gender Pay Gap Report – 2025

Summary

This report analyses the organisation's gender pay gap, highlighting differences in average earnings and representation between male and female employees.

The findings indicate a gender pay gap of -11.46% (mean) and 0.406% (median), reflecting an imbalance in pay distribution rather than unequal pay for equal work.

The Mean calculation measures the average pay or bonus for a female against that of a male

The Median calculation compare the 'middle' pay or bonus for a female and the 'middle' pay or bonus for a male when all values are distributed from high to low.

Our Gender Pay Gap shows DB Defence employs a smaller number of females to males and the majority of these females are employed in either management or senior level roles.

As this is the first year for DB Defence reporting Gender Pay Gap separately to the Group business we are not able to compare to previous data.

DB Defence is committed to reducing the gender pay gap through targeted actions, including:

- Improving recruitment and promotion practices to enhance
- Enhancing flexible working
- Investing in career development
- Regularly monitoring pay and progression data to ensure fairness and transparency

While progress has been made in the representation of women in our business, the organisation recognises that a sustained effort is required to address the underlying causes of the gender pay gap and drive long-term change.

This report reflects a commitment to transparency and accountability, and to creating a more inclusive and equitable workplace for all employees.

Gender Pay Gap Legislation

In 2017, the UK Government introduced pioneering legislation requiring organisation's with 250 or more employees to report annually on their gender pay gap. Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we carry out a number of calculations to show the difference between average earnings of males and females in our organisation.

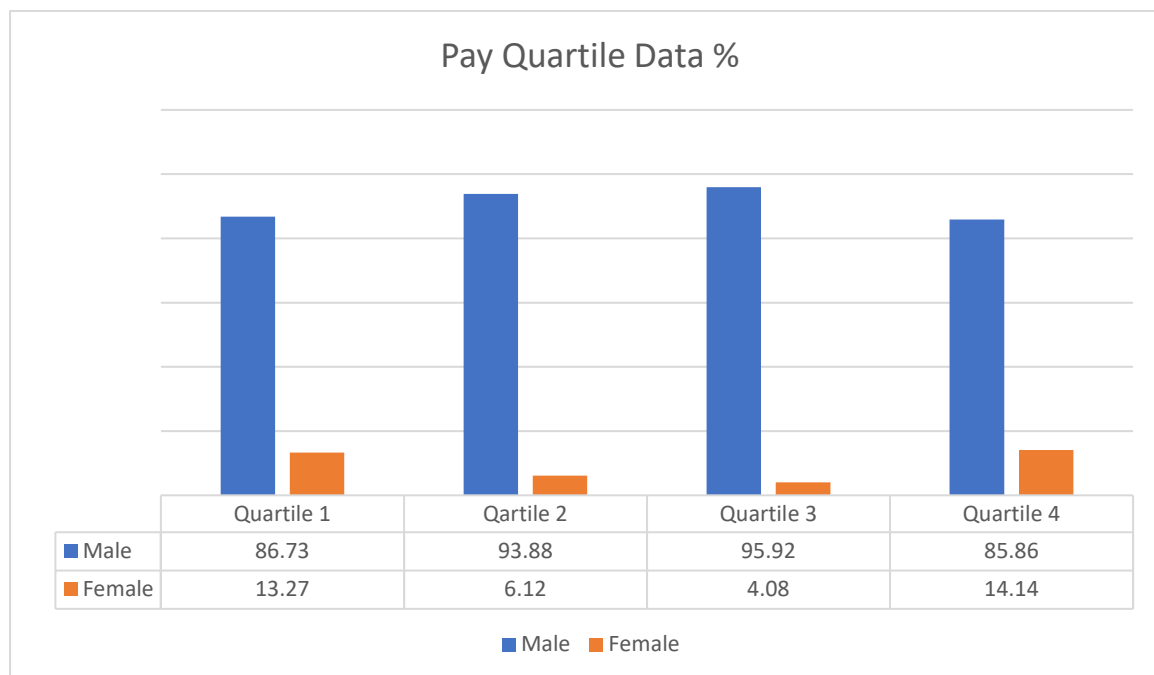
These regulations require us to publish our gender pay gap data by 4th April each year. This includes:

- Mean and median gender pay gaps
- Mean and median gender bonus gaps
- Proportion of men and women receiving bonuses
- Distribution of male and female employees across pay quartiles.

Pay Quartiles

DB Defence is committed to equal employment opportunities and actively seeks to promote and develop internal talent.

The pay quartile data shows that DB Defence typically employ more males than female across all 4 quartiles. We believe this is attributed to females being underrepresented within our industry and steps such as Gender Pay Gap reporting are helping to address this.



Gender Bonus Pay Gap

Our April Gender Bonus Pay Gap figures show a 100% Mean and 100% Median bonus pay gap.

At the referencing point for this report, results attributing to potential bonus eligibility were not positive and therefore doesn't allow us to compare fully. However, the number of males receiving a bonus compared to female was significantly higher. Our commitment to ensuring we maintain fairness and equality across our organization will work to address this.

We can confirm that our data has been calculated according to The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.