

## Our commitment to diversity and equality

At mydentist, we take our commitments to diversity and equality seriously. We want to employ, attract and reward the best people, irrespective of gender, age, race, background, sexuality, or any other factor.

We are confident that every person who works at mydentist is paid equally for the work they do. We have a robust set of policies and procedures to ensure this happens and we do not tolerate unfair treatment of any kind.

Our published gender pay gap reflects the fact that the vast majority of our dental practices, which typically pay lower hourly rates, employ more women, whereas our Support Centre, which includes our most senior roles, is more evenly split between men and women.

We constantly review our policies and procedures and implement appropriate actions to help make positive changes where required, and we are determined to continue improving the diversity of our workforce at all levels to properly reflect the culture of our business.

### **2018 Gender Pay Gap statistics**

The majority of staff who work at mydentist work at one of our local dentistry practices. More than 97% of these staff are women.

On average, **in our practices, our gender pay gap is 2.2%**.

Our Support Centre includes our most senior roles across the company and is more evenly split between men and women. These roles typically attract a slightly higher rate of pay.

**Women make up 43% of our 100 highest paid roles**, and in the last year we have made a number of senior female appointments, including our Group Clinical Director and two new Regional Operations Managers. In addition, **75% of our Clinical Directors**, the most senior clinical roles in mydentist, are women.

<b>Practice employees – Gender Pay Gap</b>	<b>All employees – Gender Pay Gap</b>
The mean gender pay gap for practice employees is 2.2%.	The mean gender pay gap for all employees is 52.5%.
The median gender pay gap for practice employees is -1.7%.	The median gender pay gap for all employees is 32.5%.

### **Bonuses**

Employees at our Support Centre can be eligible for one off project-based bonuses. In the year ending 5 April 2018, most colleagues in the Support Centre did not receive a bonus. However, a small number of colleagues received one-off bonuses related to specific projects, pushing up the overall mean bonus gap to 93.7%. 14.5% of men and 23.7% of women received a bonus.

For employees within our local practices, our mean bonus gender pay gap is -47.1%, meaning **women on average received a bonus which was 47.1% higher than men.**

<b>Practice employees</b>	<b>All employees</b>
The mean bonus gender pay gap for practice staff is -47.1%	The mean bonus gender pay gap for all employees is 93.7%
The media bonus gender pay gap for practice staff is 7.5%	The median bonus gender pay gap for all employees is 35%

**Proportion of men and women in each pay quartile**

Women are the largest group of employees in all quartiles of pay, and 97.6% of people in our second highest earning quartile are women.

As a result of mydentist’s structure, and the fact that women are more likely to work at our local practices which typically attract lower hourly rates, women have a lower representation in the highest earning quartile than in other quartiles.

	<b>Lower quartile</b>	<b>Lower middle quartile</b>	<b>Upper middle quartile</b>	<b>Upper quartile</b>
	<b>Quartile 1</b>	<b>Quartile 2</b>	<b>Quartile 3</b>	<b>Quartile 4</b>
<b>% Female</b>	95.5%	98.5%	97.6%	85.8%
<b>% Male</b>	4.5%	1.5%	2.4%	14.2%

*mydentist is the trading name of the IDH group of companies, which includes Petrie Tucker and Partners Limited (registered in Scotland with company number SC030254). Petrie Tucker is the employing entity for the majority of our employees. I confirm the information and statistics set out above are accurate and relate to employees of Petrie Tucker with reference to the snapshot date of 5 April 2017.*



**Tom Riall**  
IDH Group, Chief Executive Officer