

## GENDER PAY GAP REPORT

Orbis Protect Ltd is required by law to publish an annual gender pay gap report. This is its report for the snapshot date of **5 April 2019**.

- The mean gender pay gap for Orbis is **-2.6%**.
- The median gender pay gap for Orbis is **-1%**.
- The mean gender bonus gap for Orbis is **29.2%**.
- The median gender bonus gap for Orbis is **4.8%**.
- The proportion of male employees in Orbis receiving a bonus is **77.8%** and the proportion of female employees receiving a bonus is **60.8%**.

### Pay quartiles by gender

Band	Males	Females	Description
A	76.2%	23.8%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	71.3%	28.7%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	70.0%	30.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	69.3%	30.7%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies as set out in the ACAS “Managing Gender Gap Reporting” guidance dated February 2019.

### **How does Orbis 's gender pay gap compare?**

The mean gender pay gap for all employees and the whole economy (according to the 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.3%. At -2.6%, Orbis is pleased to report that whilst the vast majority of organisations have a gender pay gap, as at the date of this report, woman in our organisation, on average, earn more than men.

The proportion of men at Orbis who received a bonus in the 12 months up to 5 April 2019 was 77.8%, while for women this was 60.8% (4.1% more than last year). Our mean and median bonus gap reflects the higher proportion of men in roles, that under our current policy, attract a bonus scheme. However, we are pleased that progress is being made, with more women receiving bonus than the previous year.

The fact that our workforce contains such a wide range of roles and the high proportion of male employees in some of those roles means that completely eliminating the bonus gap is a challenge. However, we are using these results to identify steps which we can take to make sure that opportunities are equal for all irrespective of gender.

**What is Orbis doing to address its gender pay gap?**

Orbis has not remained complacent on this subject and have committed to doing everything that we can to reduce the gap. We are therefore very pleased that our efforts in this regard has eliminated the mean and median pay gap, resulting in woman earning than men. Even though this is case, we will keeping our pay and reward structures under ongoing review and we will be monitoring our bonus structures to ensure that strong performance is properly rewarded and that nobody feels disadvantaged in respect of their ability to achieve the incentives available to colleagues.

Orbis remains committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. It has a clear policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above). We have well established policies confirming our commitment to equal opportunities to ensure that no employee is subjected to discrimination in the workplace.

I, Guy Other, Chief Executive Officer, confirm that the information in this statement is accurate.



**Signed**

**Date:** April 2020