

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 2020**.

- The mean gender pay gap for Orbis is **6.1%**
- The median gender pay gap for Orbis is **-6.6%**.
- The mean gender bonus gap for Orbis is **38.7%**.
- The median gender bonus gap for Orbis is **25.7%**.
- The proportion of male employees in Orbis receiving a bonus is **83.4%** and the proportion of female employees receiving a bonus is **75%**

Pay quartiles by gender

Band	Males	Females	Description
A	69%	31%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	73.2%	26.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	66.2%	33.8%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	69%	31%	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.

How does Orbis 's gender pay gap compare?

The mean gender pay gap for all employees and the whole economy (according to the 2020 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 15.5%. We can report that at 6.1%, Orbis 's mean gender pay gap is significantly lower than the average.

The proportion of women at Orbis who received a bonus in the 12 months up to April 2020 was higher than the previous year; 14.2% more women earned bonus than last year. We are pleased that progress is being made.

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 a mean gender pay gap is a challenge.

The negative median pay gap indicates that we are employing more senior women in the upper-middle and upper quartiles compared to 2019.

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, Ben Howard, Chief Executive Officer, confirm that the information in this statement is accurate.

Signed



Date: 30 September 2021