

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 2022**.

- The mean gender pay gap for Orbis is **-10.5%**
- The median gender pay gap for Orbis is **-7.8%**.
- The mean gender bonus gap for Orbis is **-34.9%**.
- The median gender bonus gap for Orbis is **-5.4%**.
- The proportion of male employees in Orbis receiving a bonus is **91.3%** and the proportion of female employees receiving a bonus is **87.8%**

Pay quartiles by gender

Band	Males	Females	Description
A	75.9%	24.1%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	75.9%	24.1%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	77.5%	22.5%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	64.3%	35.7%	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 Equalities Office Statutory Guidance, Preparing your Data, published on 27 February 2023

How does Orbis 's gender pay gap compare?

The mean gender pay gap for all employees and the whole economy (according to the 2022 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 14.9%.

We can report that at Orbis Protect Ltd when comparing mean (average) hourly pay, we do not have a gap; women's mean hourly pay is 10.5% higher than men.

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: 1 April 2023