

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 2023**.

- The mean gender pay gap for Orbis is **1%**
- The median gender pay gap for Orbis is **-4.7%**.
- The mean gender bonus gap for Orbis is **-56%**
- The median gender bonus gap for Orbis is **-3.2%**
- The proportion of male employees in Orbis receiving a bonus is **49.9%** and the proportion of female employees receiving a bonus is **42.6%**

Pay quartiles by gender

| Band | Males | Females | Description |
|------|--------------|--------------|---|
| A | 71% | 29% | Includes all employees whose standard hourly rate places them at or below the lower quartile |
| B | 78.3% | 21.7% | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| C | 68.6% | 31.4% | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| D | 67.2% | 32.8% | 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 Statutory Guidance, published on 9 January 2024

How does Orbis 's gender pay gap compare?

The UK mean gender pay gap stands at 7.7% (ONS, Gender Pay Gap in the UK April 2023).


We can report that at Orbis Protect Ltd when comparing mean (average) hourly pay, at 1%, our pay gap is significantly lower than the UK average.

The high proportion of male employees in all of our pay quartiles means that completely eliminating the gap is a challenge. However, we will continue to review and identify steps if necessary to remain an equal opportunities employer.

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 2024