

# Orbit Gender Pay Gap Report 2017

**Orbit is committed to giving everyone an equal opportunity to unlock their full potential and succeed regardless of gender and background. This diversity strengthens our business and benefits both our customers and our colleagues.**

In March 2018, we posted our first U.K. gender pay gap results based on data taken from April 2017. It is important to note that we have restated our 2017 numbers following a review of the guidelines. The revised figures show a median gender pay gap of 17.3% (previously 10.2%) and a mean pay gap of 25.7% (previously 19.5%).

This follows reports that one in six UK businesses have restated their position following the first round of reports earlier in the year.

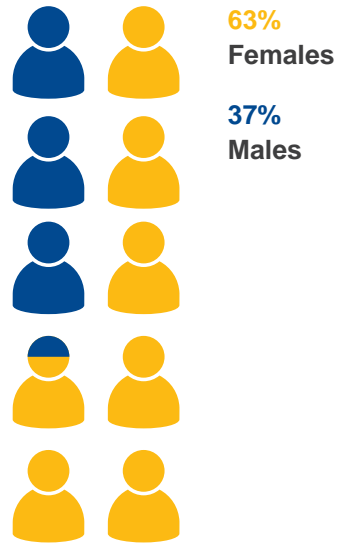
A gender pay gap is the difference between the average pay of all men in a company and the average pay of all women in a company, regardless of the type of work they do. More men in higher-paying positions increases the average pay for men and, conversely, more women in lower-paying positions decreases the average pay for women. Both lead to a gender pay gap.

Equality issues, where males and females are paid different amounts for the same job can also cause a gender pay gap. However we are confident Orbit does not have this issue.

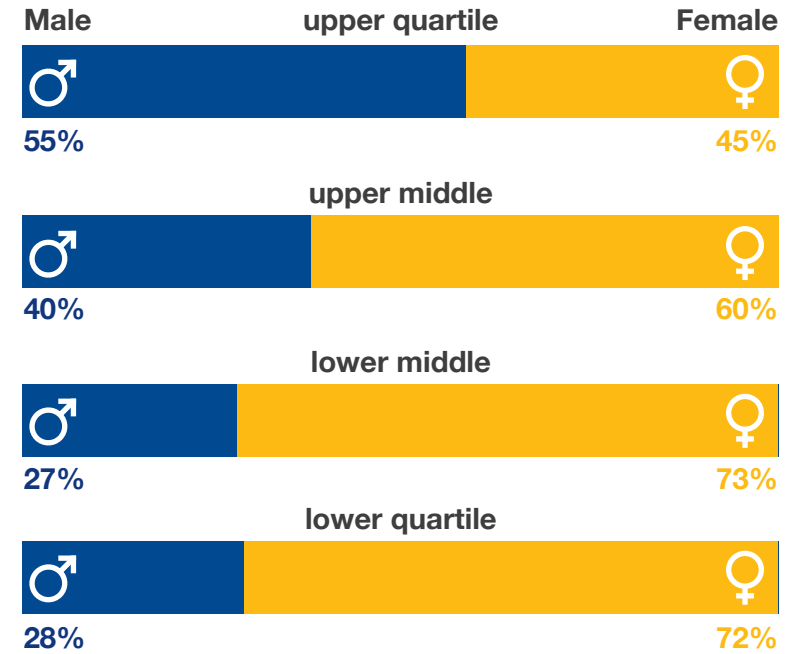
Creating a diverse, inclusive and great place to work is at the top of our agenda at Orbit. As a responsible business, we need to make sure that our benchmark position is correct so that we can measure our progress correctly. We recognise that real lasting change takes time. We look forward to driving change in this space to maximise the potential we have to become a truly diverse company.



## Our Workforce

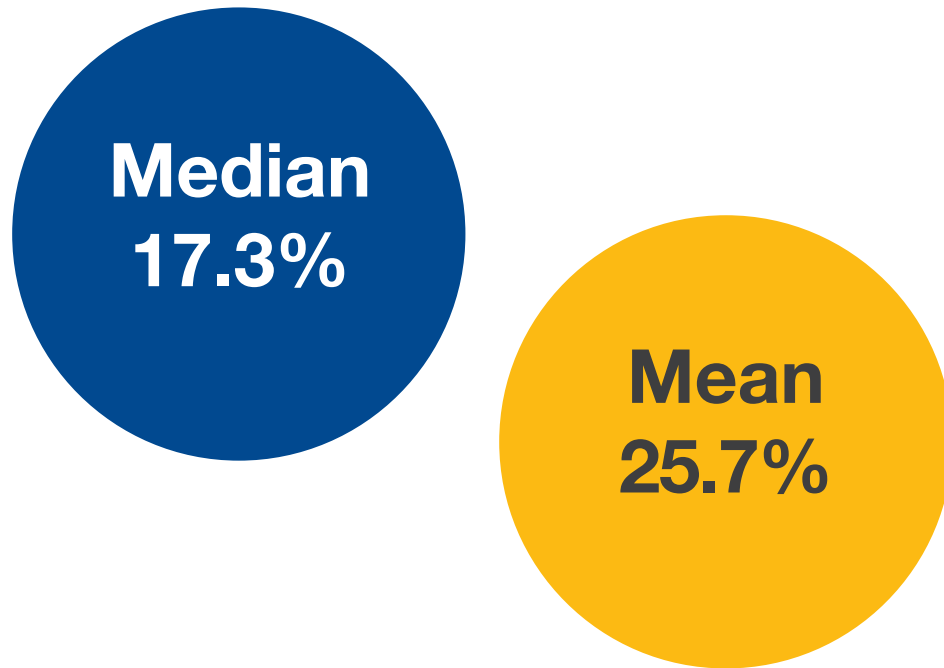


## Pay quartiles



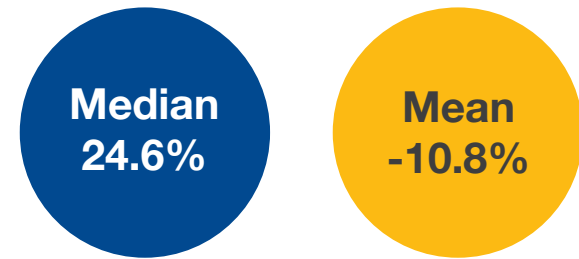
2017 data

## Gender Pay Gap

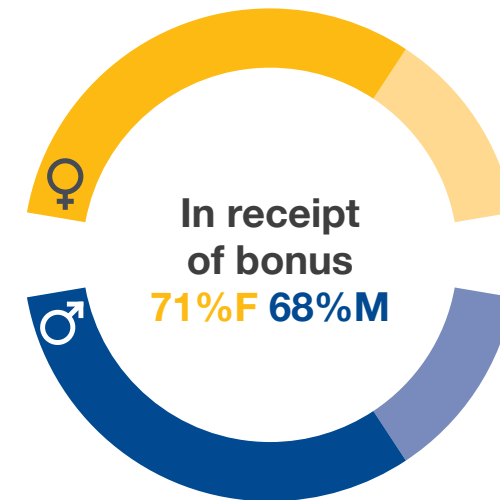


Within Orbit males and females are paid the same for undertaking the same roles. We know that our gender pay gap is not an issue of equal pay, rather a lack of representation in some roles for example within our construction division and senior management.

## Bonus Gap



## Bonus payments



2017 data

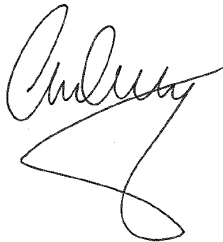
# Our continued commitment to equality and diversity

Orbit's Executive Team is 100% committed to ensuring that we are a diverse and inclusive business and a great place to work. and we are committed to doing everything that we can to reduce the gap further.

In addition to supporting diversity we will continue to use our robust approach to salary setting, using gender neutral job evaluation and salary benchmarking tools. This ensures that males and females undertaking the same work or work of equal value are paid equally. We are undertaking a programme to raise salaries to the market median where they are currently below to ensure parity.

To further promote diversity within our workforce we offer terms and conditions that support work life balance including part-time working, flexible working and the provision of benefits aimed at improving health and wellbeing. Equality and diversity training programmes are a core training requirement for all employees.

We will keep under review our equality statistics, such as the number and proportion of men and women being hired, the number promoted and occupying managerial roles. We will strive to improve our recruitment and career development processes to ensure that equal opportunities are at the heart of our business for all current and future employees.



CRAIG WILCOCKSON  
Group People Director

