

Gender Pay Gap Report – Orian Solutions Ltd for the period 2022-23

Foreword.

People are at the core of our business in Orian Solutions.

Regardless of the role and the work each employee carries out, our shared Values drive our workforce:

As a **TEAM**...

...We take **PRIDE** in the work we do.

...We **CARE** about our Colleagues, Customers, Communities, and our Environment.

...We love to learn and **IMPROVE**, and

...We are always **SAFE**.

Every member of our workforce is unique with different skills, knowledge and experiences that separate us. We take pride in harnessing this diversity and continue to strive towards making Orian Solutions an inclusive culture where everyone can bring their true selves to work.

What is the Gender Pay Gap?

Every year organisations with a headcount of over 250 staff are obligated to report data on the difference between the average male and female pay across the organisation and all roles within it.

The Gender Pay Gap comprises 6 measures:

- Median gender pay gap using hourly pay.
- Mean gender pay gap in hourly pay.
- Percentage of men and women and each hourly pay quarter in a ranking of employees from lowest – to highest paid per hour.
- Percentage of men and women receiving bonus pay.
- Mean gender gap in bonus pay.
- Median gap in bonus pay.

As at the date for this report, 5th April 2023, our median gender pay gap was 0%, so no difference in pay between men and women employed where the national average is 14.3%. Our mean average pay gap was 8.86% which has fallen from 11.4% the previous year and compares positively to the UK national average.

One of the main reasons for the gender pay gap is an imbalance in the number of men and women in senior positions within an organisation and because people in senior positions inevitably receive the highest pay. This impacts the bonus pay as bonuses tend to be paid to those in the most senior positions.

Median & Mean Gender Pay Gap

Year	Median Pay Gap	Mean Pay Gap
2023	0%	8.86%
2022	0%	11.35%
2021	0%	11.98%
2020	0%	9.49%

We are pleased to see our Median Pay Gap remaining at 0% for the fourth year in a row meaning employees of both genders having an exact median pay match.

Our Mean Pay gap has decreased again and is at it's lowest for four years. This means that women's mean average earnings in hourly pay, are 8.86% lower than men's mean average earnings.

In Oriam Solutions, we have fixed pay grades for our operational roles which results in equal pay for these roles regardless of gender. However, we do recognise there is still more to be done to improve and encourage better gender balance and we seek every opportunity to do so.

Pay Quartiles

Quartiles	2023		2022		2021		2020	
	Male	Female	Male	Female	Male	Female	Male	Female
Upper	18.6%	81.4%	16.3%	83.7%	12.8%	87.2%	14.6%	85.4%
Upper Middle	14.1%	85.9%	11.6%	88.4%	10.5%	89.5%	15.4%	84.6%
Lower Middle	14.3%	85.7%	13.1%	86.9%	10.0%	90.0%	14.0%	86.0%
Lower	11.2%	88.8%	8.9%	91.1%	15.4%	84.6%	10.3%	89.7%

There is a higher proportion of women than men at every pay quartile within the organisation which has been consistent since reporting began. In 2023 every quartile noted an increase in the percentage of men. The percentage increase on 2022 was consistent across the Upper, Upper Middle and Lower quartile at between 2.3 – 2.5%. In the Lower Middle quarter it was a 1.2% rise.

Bonuses

Percentage of Genders receiving bonus pay

Year	Male	Female
2023	2.0%	0.3%
2022	2.5%	0.7%

2021	1.5%	0.5%
2020	3.4%	0.4%

There has been a decrease in the percentage of both males and females receiving bonus pay since 2022. There is also a decrease in the percentage of males and females receiving a bonus payment since 2020.

Median & Mean Bonus Gap

Year	Median Bonus Gap	Mean Bonus Gap
2023	87.1%	97.8%
2022	84.1%	95.5%
2021	92.8%	95.5%
2020	89.6%	98.6%

Given that more senior roles attract bonuses and there has been an increase in the percentage of males in the Upper quartile, it is not surprising that there has an impact on the bonus gaps.

Our pay gap is only representative of the snapshot date and does not consider the nuances and fluctuations the pay gap may undergo throughout the reporting periods. As a facilities management service provider, we work in a sector which has a significant gender bias towards the employment of female staff and so it is no surprise that our results reflect this.

We are pleased that we have made progress since the previous reporting year and our pay gaps continue to be below the national average.

We are committed to continuing our efforts to reducing our pay gap by focusing on practices that really make a difference.

Our Values and commitment to equality

As a business we are passionate not just about what we achieve but how we achieve it. We are privileged to be able to positively affect the lives of so many committed people in our business and are working to create a supportive, collaborative and values-based culture.

We are committed to 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. We have a clear Equal Pay policy to pay employees equally for the same or equivalent work.

Fairness and Equality lie at the heart of a strong values-based culture and available positions in our Group are available to any gender and we monitor our performance in this regard and we strongly support and encourage women into senior leadership roles within the Group.

I can confirm that the data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Graeme Gunn

Graeme Gunn
Managing Director – Orian Solutions Ltd