

## WHAT IS THE GENDER PAY GAP?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation and it can be driven by the variance in numbers of men and women across all roles.

It is important not to confuse gender pay gap with equal pay. Equal pay, where men and women receive equal pay for equal work, is a long-established principle in the UK and OFG pays men and women equally for carrying out the same, similar, or equivalent work.

I am proud that OFG across the UK has always been a place where people can progress regardless of who they are and that they are fully accepted without judgement. Our value 'Inclusive Spaces' references our commitment to creating safe, nurturing environments, caring about what we do and each other, and valuing diversity

We have been monitoring our gender pay gap and are now obliged under legislation to publish our findings. OFG has grown organically & through acquisition and therefore the subsidiaries that fall under OFG has grown significantly, increasing our eligible population. This year we have included all employees including our smaller subsidiaries.

### When we look at our pay gap, we know there are several key drivers:

- 71% of our employees are female, reflecting the industries high reliance on female care workers
- Salaries are calculated after salary sacrifice, noting in particular employees' Childcare Vouchers (predominantly taken up by female employees) and Pension contributions

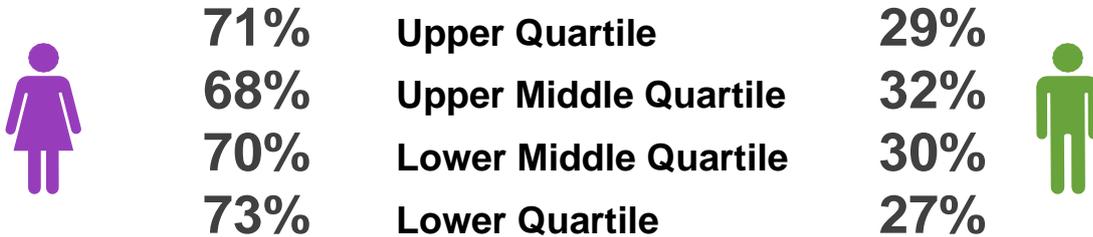
Our mean Gender Pay Gap has increase slightly from 6.4 to 7.4 compared to the previous year's figure however note the median is low at 1.8%.



- Bonus payments are the same by job role however aligned to senior roles within the organisation which drives a positive skew due to outliers. In addition, due to covid all colleagues received the same covid bonus payment therefore showing no differentiation within the median percentage between genders



### Quartile Pay Bands



### Proportion of males and females receiving a bonus payment

The following are based on the percentage of men or women receiving a bonus as against total men or women as of 5th April 2021: indicative of a covid bonus being paid to majority of colleagues.



**72%**

**Of the bonuses granted,**

**72% were paid to female employees**

OFG is committed to ensure equal pay for equal work and therefore all employees are offered the same starting salary for the same role, barring regional differences, irrespective of gender, race, age, disability, religion, sexuality, or marital status. We will continually explore how we can close any gaps found within our organisation to create more balance and we firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act.

**David Leatherbarrow**  
CEO