

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. We are committed to creating safe, nurturing environments with wellbeing at our heart, caring about what we do and each other and valuing diversity.

We have been monitoring our gender pay gap and are pleased to publish our latest findings. OFG continues to grow organically & through acquisition and this year's report includes all employees from our subsidiaries in the OFG Group.

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

- 71% of our employees are female, reflecting the industry's high reliance on female care workers
- Salaries are calculated after salary sacrifice and Pension contributions

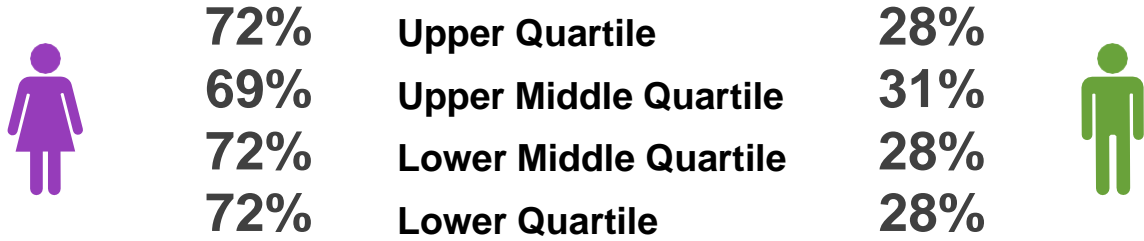
We are pleased that our mean Gender Pay Gap has decreased from 7.5% to 3.5% and our median Gender Pay Gap has decreased from 1.8% to 0.5% compared to the previous year's figures.



- Bonus payments are the same by job role however aligned to senior roles within the organisation which drives a positive skew due to outliers. Mean bonus Gender Pay Gap has increased from 26.2% to 47.6% whilst the median Gender Pay Gap has increased from 0% to 60.2% compared to the previous year's figures. This represents a return to role specific performance-based bonus schemes instead of the untypical one-off bonus applied to all in the last reporting period due to COVID. Our results reflect the proportion of males in senior operational roles as opposed to different bonus treatment based on gender. Bonus's excluding this group do not show any significant disparities between male & female.

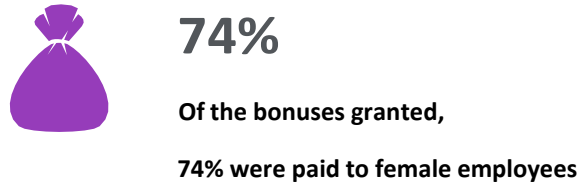


Quartile Pay Bands

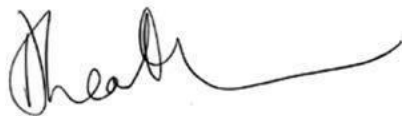


Proportion of males and females receiving a bonus payment

The following are based on the percentage of men or women receiving a bonus as against total men or women as of 5th April 2022.



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 are pleased with progress made on gender pay practice since our last report and will continue to look at closing existing gaps to create greater balance. We remain committed to appointing the best candidate into a role regardless of their gender or any other factor covered by the Equality Act.



David Leatherbarrow
CEO