

Gender Pay Gap Reporting – April 2018

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our company. It will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. The information below is based on data as at 5th April 2018. At this date, Origin Frames Ltd employed 78.3% being male and 21.7% being female.

Our overall mean gender pay gap is 4.8% higher for women.

Difference in mean hourly rate of pay	-4.8%
Difference in median hourly rate of pay	-7.0%
Difference in mean bonus pay	42.2%
Difference in median bonus pay	16.3%

	Male	Female
Percentage of employees who received bonus pay	94.1%	74.1%

Employees by pay quartile	Male	Female
Upper quartile	79.7%	20.3%
Upper middle quartile	67.7%	32.3%
Lower middle quartile	78.1%	21.9%
Lower quartile	87.7%	12.3%

I confirm the information published above is accurate.

Garry Walker
Finance Director