

## Gender Pay Gap Reporting - April 2020

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 of 5<sup>th</sup> April 2020. At this date Origin Frames Ltd employed 78.0% being male and 22.0% being female.

Our overall mean gender pay gap is 9.3% higher for women.

Difference in mean hourly rate of pay	-9.3%
Difference in median hourly rate of pay	-14%
Difference in mean bonus pay	6.9%
Difference in median bonus pay	8.2%

Percentage of employees who received bonus pay	Male	Female
	91.7%	92.8%

Employees by pay quartile	Male	Female
Upper quartile	77.4%	22.6%
Upper middle quartile	86.9%	13.1%
Lower middle quartile	68.9%	31.1%
Lower quartile	78.7%	21.3%

I confirm the information published above is accurate.

Garry Walker  
Financial Director