



## **GENDER PAY GAP REPORT**

**SNAPSHOT DATE 5 APRIL 2020**

Every year, employers with more than 250 employees are required to report their gender pay gap. This report summarises our gender pay gap based on the snapshot date of 5 April 2020.

Omega PLC is committed to fair pay to support our equality policy. Equal pay and the gender pay gap both deal with the levels of pay males and females receive at work and are both important, however constitute two different measures.

The gender pay gap shows the difference between the average (mean) hourly earnings of males and females across all roles in the business. This is different to the statutory requirement for equal pay, which legislates that the same rate of pay must be given to males and females performing at the same level, where the work they do is the same, similar or of the same value.

All hourly paid staff and certain office roles are paid the same rate regardless of their gender. Gender is irrelevant to our decisions on pay. Bonus qualification is applied equally to males and females.

The figures presented below represent our full gender pay gap results and include all relevant employees. The number of employees covered within this report has however been significantly impacted by furlough arrangements, with the majority of employees having been placed on furlough by the snapshot date, given the impact of COVID-19 at that time.

A positive figure means the gender pay gap is in favour of males, however as noted above, the data covered within the report is distorted from what would represent normal reporting as a result of :

- Business closure, resulting in employees being on furlough and therefore an impact on overall base salaries covered by the report. Those employees who were not furloughed at the snapshot date mainly received reduced pay in line with furlough arrangements
- Bonus schemes / payments being paused from April 2020, other than for sales roles
- No overtime payments

As a result, the data included in this report reflects short- term labour market conditions, rather than underlying pay trends.

The percentage of relevant employees at the snapshot date for this report was 74.5% male, compared to 25.4% female. Across Omega, our average (mean) gender pay gap at 5 April 2020 was 44% in favour of males and the median gender pay gap was 48%.

There is a larger gap in favour of males in the average (mean) bonus gender pay gap (86%), which is attributable to a higher proportion of males being employed in positions which attract a higher bonus earning potential, such as in management and sales roles.

The key measures are summarised in the table below :

Mean gender pay gap	<b>44%</b>
Median gender pay gap	<b>48%</b>
Mean bonus gender pay gap	<b>86%</b>
Median bonus gender pay gap	<b>31%</b>
Proportion of males receiving a bonus payment	<b>99%</b>
Proportion of females receiving a bonus payment	<b>99%</b>

Demographically, the business has historically operated in what was a male dominated industry, however with increased automation, more females are applying for roles and are being recruited within the manufacturing and warehouse facilities. The split between males and females is summarised below :

Proportion of males and females in each quartile pay band :

	<b>Female</b>	<b>Male</b>
Q4 - Upper	<b>18%</b>	<b>82%</b>
Q3 - Upper Middle	<b>23%</b>	<b>77%</b>
Q2 - Lower Middle	<b>26%</b>	<b>74%</b>
Q1 - Lower	<b>34%</b>	<b>66%</b>

Proportion of males and females in each category :

	<b>% Of Total Workforce</b>	<b>Female</b>	<b>Male</b>
<b>Directors</b>	2%	17%	83%
<b>Management</b>	14%	28%	72%
<b>Salaried</b>	26%	55%	45%
<b>Hourly Paid</b>	58%	14%	86%

#### Declaration

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**David Hendry**  
**Finance Director**  
**30 September 2021**