



## GENDER PAY GAP REPORT

**SNAPSHOT DATE 5 APRIL 2021**

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 2021.

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 equally important but are 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 company results which includes all relevant employees in the Omega group. A positive figure means the gender pay gap is in favour of males. A negative figure means the gender pay gap is in favour of females. However, the data needs to be analysed to understand the potential impact of COVID- 19 :

- A significant number of Manufacturing hourly paid employees were furloughed
- A reduction in overtime payments

The result of the above impacted on base earnings with a reduction of 20% or greater on many employees base salaries from April 2020 through to August 2021. The high proportion of employees furloughed under the Coronavirus Job Retention Scheme (CJRS) has artificially impacted the gender pay gap data for this year. Therefore, the data reflects short- term labour market conditions rather than underlying pay trends.

The percentage of relevant employees at the snapshot date for this report was 75% male, compared to 25% female. Across Omega, our average (mean) gender pay gap at 5 April 2021, was 2% in favour of females, and the median gender pay gap was 21% in favour of females. The data reflects the fact that the male workforce makes up a higher percentage of the hourly paid employee base, and therefore impacted by the CIRS scheme.

Mean gender pay gap	<b>-2%</b>
Median gender pay gap	<b>-21%</b>
Mean bonus gender pay gap	<b>20%</b>
Median Bonus gender pay gap	<b>0%</b>
Proportion of males receiving a bonus payment	<b>100%</b>
Proportion of females receiving a bonus payment	<b>100%</b>

Proportion of males and females in each quartile pay band:

	<b>Female</b>	<b>Male</b>
Q4 - Upper	<b>21%</b>	<b>79%</b>
Q3 - Upper Middle	<b>31%</b>	<b>69%</b>
Q2 - Lower Middle	<b>40%</b>	<b>60%</b>
Q1 - Lower	<b>9%</b>	<b>91%</b>

The data illustrates a movement upwards in female pay, however a truly informed comparison cannot be drawn against the 5 April 2020 snapshot report, as this was based on 6 employees whereas the 5 April 2021 snapshot report was based on 230 employees.

There is a greater gap in favour of males in the mean bonus gender pay gap, which is attributed to the higher proportion of males employed in positions which attract a higher bonus earning potential, such as in management and sales roles.

#### **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**  
**April 2022**