



OMEGA PLC

2019 GENDER PAY GAP REPORT SNAPSHOT DATE 5 APRIL 2019

Omega PLC are committed to fair pay and to providing equality in all aspects of employment. Employees shall receive fair and equitable treatment, so that each person is judged on their merits and on their ability to do a job. Gender is irrelevant to our decisions on pay.

Omega's Gender split is 24.4% Female and 75.6% Male.

Our mean average pay is 11.9% higher for males than for females.
This is not due to unfair pay practices, but the differing roles that men/ women undertake in Omega PLC.
Our median pay gap is 1.2% in favour of males.

Mean Gender Pay Gap	11.9%
Median Gender Pay Gap	1.2%

Pay Quartiles	Female	Male
Upper	17.5%	82.5%
Upper Middle	30.4%	69.6%
Lower Middle	29.5%	70.5%
Lower	20.3%	79.7%

Mean average bonus payments were 42.9% higher than bonus payments awarded to women.
The median average bonus pay gap is 18.2% in favour of males.

Bonus qualification is applied equally to males and females.
However, men occupy higher bonus earning potential roles such as sales and management roles.
94% of our full pay relevant employees received a bonus payment.

Mean Bonus Gender Pay gap	42.9%
Median Bonus Gender Pay Gap	18.2%

Proportion of men awarded a Bonus payment	92.9%
Proportion of women awarded a Bonus payment	97.4%

I confirm that our data is accurate according to The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Julie Turnbull
Finance Director
25 February 2020