

Open GI Ltd

Gender Pay Gap

2019

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Introduction

Gender pay gap

Open GI remains committed to promoting and supporting a diverse and inclusive workforce that values individuals for their talent and potential, regardless of whether they are a man or a woman. It goes without saying, however that Open GI's approach to people extends far beyond gender equality. Open GI has a deep respect for its people regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

We know that our success is the result of the hard work of our employees who possess a wide range of skills. We are proud to continue to contribute towards making the world of work an inclusive and equitable place.



Open GI fully supports the Government's legislation, which requires employers with more than 250 employees to publish their gender pay gap and we see many benefits in the creation of a more transparent culture of gender equality.

This report sets out our key gender pay data and gives you more information about any changes experienced between this and last year's report, as well as setting out our broad and positive approach to attracting, rewarding and recognising talent.

Key gender pay data

Our data has been prepared in line with the *Equality Act 2010 (Gender Pay Information) Regulations 2017* and the *Equality Act 2010 (specific Duties and Public Authorities) Regulations 2017*.

The snapshot date for salaries is 5 April 2019.

The period used for calculating the bonus pay gap is 6 April 2018 to 5 April 2019.

As at 5 April 2019, there were 444 workers of which 444 were categorised as “relevant employees”.

436 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.



444

Relevant employees

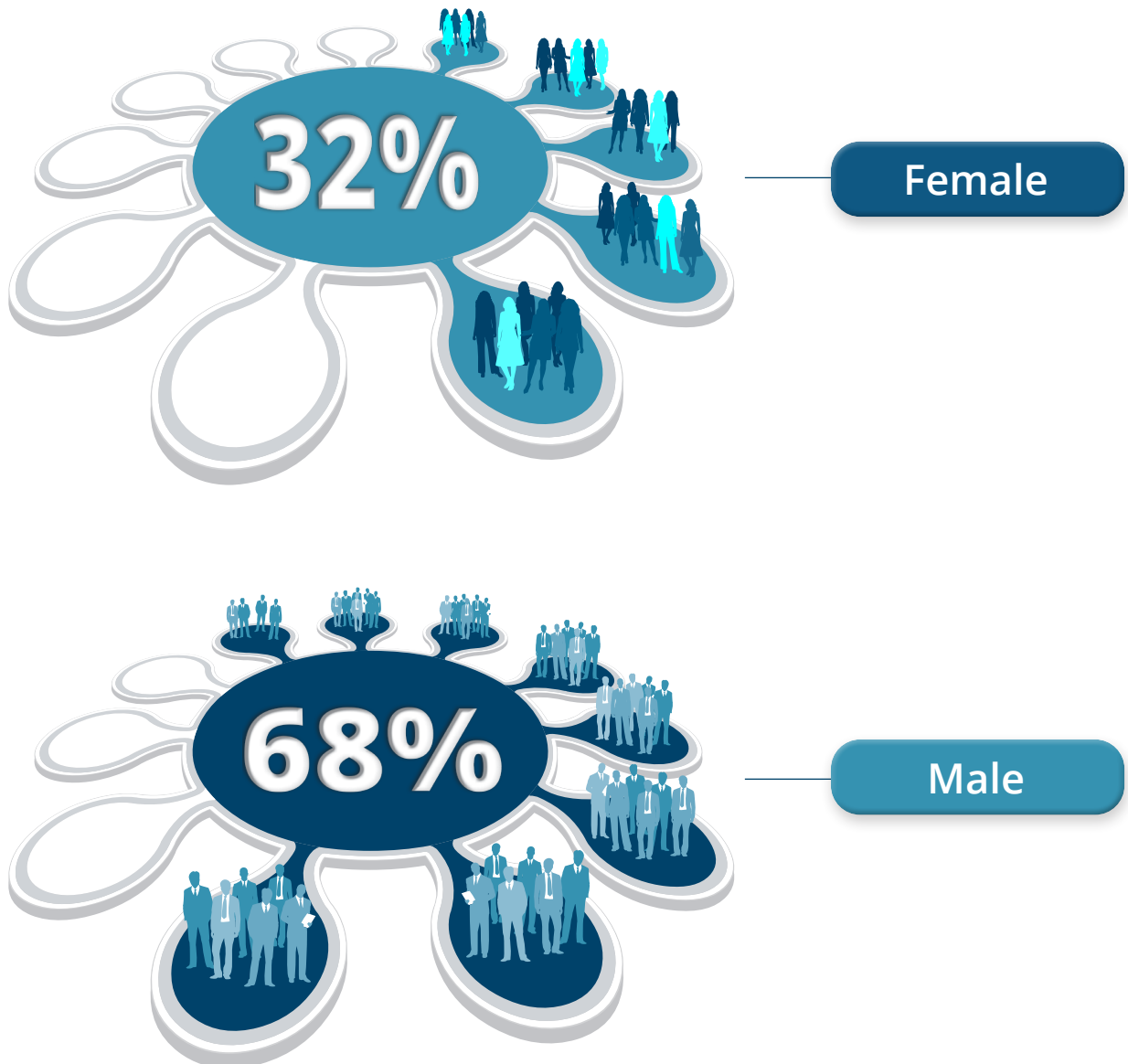


436

Full-pay relevant employees

Understanding our pay gaps

We know that typically the Information and Communication (IT) sector employees more men than women and this also applies to Open GI. The gender split for Open GI was 68% males and 32% females as at 5 April 2019. This split is generally reflected in pay quartiles A, B and C across our business.



Mean and median pay gap

Our mean & median pay gap continue to remain low compared to other companies in our sector. We recognise that we do have a small gender pay gap and we believe that this exists because jobs pay differently and the number of people doing these jobs varies.

Our gender pay gap has decreased compared to last year falling from 12% to 10.6%. Whilst the reporting of gender pay gaps is still relatively new, we are encouraged by this positive trend towards closing the gap.

The median gender pay gap refers to the % difference between the midpoint female and midpoint male and so this is more open to fluctuations year on year. Whilst our median pay gap remains low and smaller compared than our comparators, we will of course monitor this over the coming years and act if a trend appears to show a growing gap.

It is important to note that having a small gender pay gap is different to having any kind of equal pay issue which refers to differences in pay between men and women for doing similar jobs. We pride ourselves on being an equal opportunities employer and celebrate the fact that we have women represented at all levels of our business.



£2.08

Mean pay gap



£1.26

Median pay gap

**The proportion
of males and
females
receiving a
bonus
payment**



Our tables and pie chart show our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2019, and bonuses paid in the year to 5 April.

Our mean bonus data shows a gap of 10.6% which is significantly smaller than last year. This has occurred because there were no extraordinary contractual arrangements in place in 2018/2019.

In 2017/2018, there were a number of contractual arrangements in place that related to the acquisition of the business we acquired in August 2017.

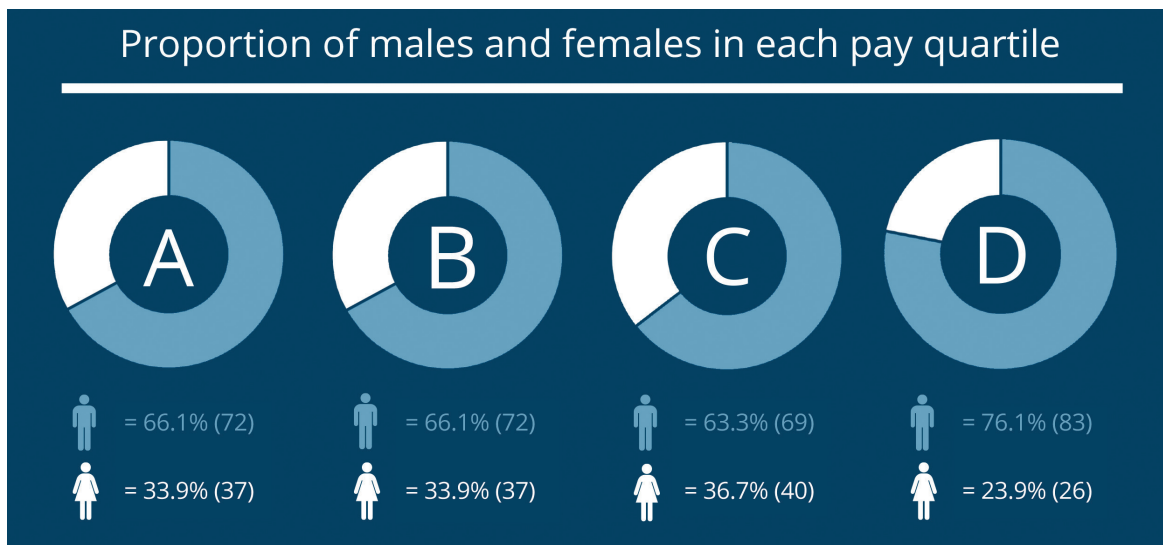
The median bonus pay gap of -16.7%, with an absolute difference of -£127.00 is **significantly lower** than comparable organisations in the private sector and in the Information and Communications industry.



-16.7%
-£127.00

For the majority of our employees, our bonuses were paid depending on the role an individual performed in the year with some receiving monthly and quarterly payments and others participating in an annual discretionary bonus scheme.

Most employees, regardless of their gender, were entitled to participate in the discretionary company bonus scheme which operated according to company performance. There is no gender bias applied to the schemes that exist in Open GI Ltd and this is positively reflected in our pay gap results. Some employees do not have the contractual entitlement to participate in the bonus scheme due to TUPE legislation as a result of the acquisition in 2017. In addition, employees who were in their probation period at the time bonuses were paid were not eligible to participate in the scheme. This also applied to those who are leaving the business at the time bonuses were paid.



Open GI is a more equal environment than the majority of comparable organisations, especially considering that our sector is one which typically struggles to achieve gender equality. We are committed to continuing to do business in such a way that eliminates gender barriers and glass ceilings. It is therefore pleasing to be able to report that the number of females in Band C has increased compared to last year.

Open GI promotes equality and is committed to valuing people for their contribution, and not their gender identity or any other protected characteristic.



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