

## Gender Pay Gap Statement 2023

From 2017, any organisation with 250 or more employees must publish and report specific figures about their gender pay gap. The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

Orange Genie Cover Ltd employed more than 250 people on the snapshot date of the 5<sup>th</sup> April 2023 and we are pleased to publish calculations made in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The table below shows the calculations required by the Regulations as at the snapshot date of 5<sup>th</sup> April 2023.

The mean and median hourly pay and bonus gaps between men and women are expressed as a percentage difference to the men's pay and bonus values and so a positive value indicates a gap in favour of men and a negative value in favour of women.

	<b>Mean (average)</b>	<b>Median (midpoint)</b>
<b>Hourly pay gap</b>	<b>+40%</b>	<b>+45%</b>
<b>Bonus pay gap</b>	<b>N/A</b>	<b>N/A</b>

	<b>Men</b>	<b>Women</b>
<b>Proportion of employees by quartile</b>		
<b>Lower Quartile</b>	<b>26.4%</b>	<b>73.6%</b>
<b>Lower Middle Quartile</b>	<b>39.2%</b>	<b>60.8%</b>
<b>Upper Middle Quartile</b>	<b>48.6%</b>	<b>51.4%</b>
<b>Upper Quartile</b>	<b>74.5%</b>	<b>25.5%</b>

At Orange Genie we are committed to treating all our employees fairly, equally, and free from any unfair discrimination.

Orange Genie Cover Ltd is an umbrella employment company, we employ contractors across a broad range of industries working on multiple assignments.

The contractors who we employ are sourced through recruitment agencies and/or end clients and subsequently negotiate their rates of pay directly with them. Orange Genie has no control or influence in deciding the gender mix of our employee's, nor their rate of pay.

I confirm that I have reviewed the data used and the calculation of the Gender Pay gap and Bonus Pay Gap and that to the best of my knowledge and belief the required elements are accurately expressed in accordance with the regulations.

**Damon Cochrane**  
Chief Operating Officer  
Orange Genie Group Ltd