

WHAT IS THE GENDER PAY GAP?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation and it can be driven by the variance in numbers of men and women across all roles.

It is important not to confuse gender pay gap with equal pay. Equal pay, where men and women receive equal pay for equal work, is a long-established principle in the UK and OFG pays men and women equally for carrying out the same, similar, or equivalent work.

I am proud that OFG across the UK has always been a place where people can progress regardless of who they are and that they are fully accepted without judgement. Our value 'Inclusive Spaces' references our commitment to creating safe, nurturing environments, caring about what we do and each other, and valuing diversity

We have been monitoring our gender pay gap and are now obliged under legislation to publish our findings. OFG has grown organically & through acquisition and therefore the subsidiaries that fall under it with 250 + employees has grown, increasing our eligible population.

When we look at our pay gap, we know there are several key drivers:

- 69.6% of our employees are female, reflecting the industries high reliance on female care workers
- Salaries are calculated after salary sacrifice, noting in particular employees' Childcare Vouchers (predominantly taken up by female employees) and Pension contributions

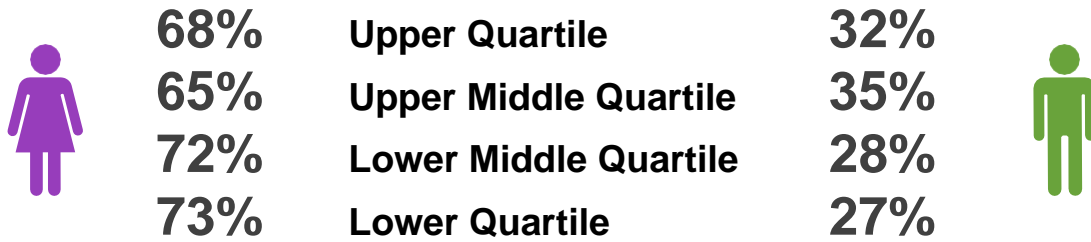
We are pleased to report that for Ordinary (ie contractual) Pay, our mean Gender Pay Gap has reduced to 6.4% compared to the previous year's figure of 12.6%



- Bonus payments are the same by job role, but reflective of senior roles or performance related criteria. The outcome is, however, diluted by the larger number of female employees.

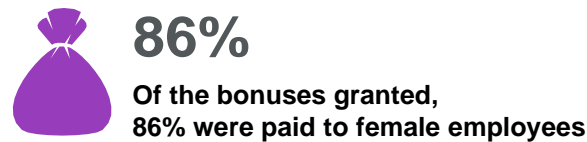


Quartile Pay Bands



Proportion of males and females receiving a bonus payment

The following are based on the percentage of men or women receiving a bonus as against total men or women as at 5th April 2020:



All data is from Cascade payroll reporting 34 Grp companies and correct at Apr 20

OFG is committed to ensure equal pay for equal work and therefore all employees are offered the same starting salary for the same role, barring regional differences, irrespective of gender, race, age, disability, religion, sexuality, or marital status. We will continually explore how we can close any gaps found within our organisation to create more balance and we firmly believe in appointing the best candidate into a role regardless of their gender or other factors covered by the Equality Act.

I confirm these statements are accurate to the best of my knowledge and belief.



David Leatherbarrow
Chief Executive,
OFG