



Gender Pay Gap Reporting - April 2024

We are an employer required by law to carry out Gender Pay Gap Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out calculations that show the difference between the average earnings of men and women in our company. It will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. The information below is based on data as at 5th April 2024. At this date Origin Frames Ltd employed 81.2% being male and 18.8% being female.

Our overall mean gender pay gap is 18.8% higher for women.

Difference in mean hourly rate of pay	-18.8%
Difference in median hourly rate of pay	-15.8%
Difference in mean bonus pay	-11.0%
Difference in median bonus pay	-9.4%

Percentage of employees who received bonus pay	Male 91.4%	Female 96.3%
Employees by pay quartile	Male	Female
Upper quartile	71.8%	28.2%
Upper middle quartile	70.8%	29.2%
Lower middle quartile	90.3%	9.7%
Lower quartile	91.7%	8.3%

I confirm the information published above is accurate.

Garry Walker
Financial Director