

Open GI Ltd

Gender Pay Gap

2017

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Introduction

Gender pay gap

Open GI understands the importance of having 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.

Our business success is all about our people and the unique set of skills each one brings to us. We are proud to be able to contribute towards making the world of work an inclusive and equitable place.



Open GI welcomes the Government's new 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 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 2017.

The period used for calculating the bonus pay gap is 6 April 2016 to 5 April 2017.

As at 5 April 2017 there were 386 workers of which 384 were categorised as “relevant employees”.

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



384

Relevant employees



371

Full-pay relevant employees

Understanding our pay gap

As is typical in the Information and Communication (IT) sector, Open GI employs more men than women, with a split of 66% males and 34% females as at 5 April 2017. This demographic split is broadly reflected (within 5%) across the different pay quartiles showing that we generally reflect our employee demographic across all of our roles.



Male



Female



£1.14

Mean pay gap

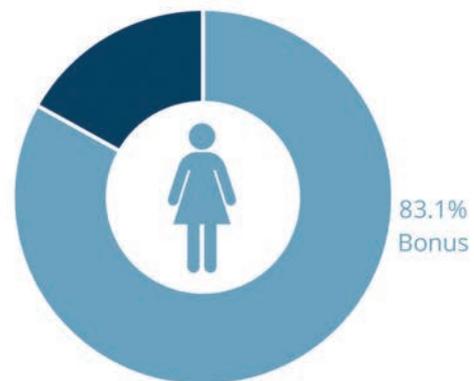
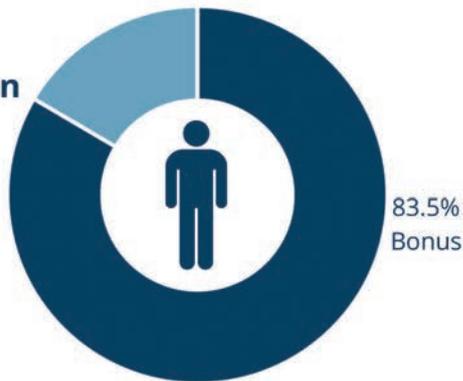


£0.24

Median pay gap

Our mean and median pay gaps are **very low** (6% and 1.5% respectively) especially when we look at how we compare as a business, to other companies in our sector.

The proportion of males and females receiving a bonus payment



Our tables show our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date of 5 April 2017, and bonuses paid in the year to 5 April.

Our small gender pay gaps exists because jobs pay differently and the number of men and women doing those job roles varies. This is different to equal pay which refers to differences in pay between men and women doing similar jobs.

It is worth noting that we currently have more men than women at a senior level, but the proportion is reflective of the overall gender split of our employees at Open GI.



Our mean bonus data shows a negative pay gap, and that females received a higher mean bonus than males in the bonus year (£75.72)

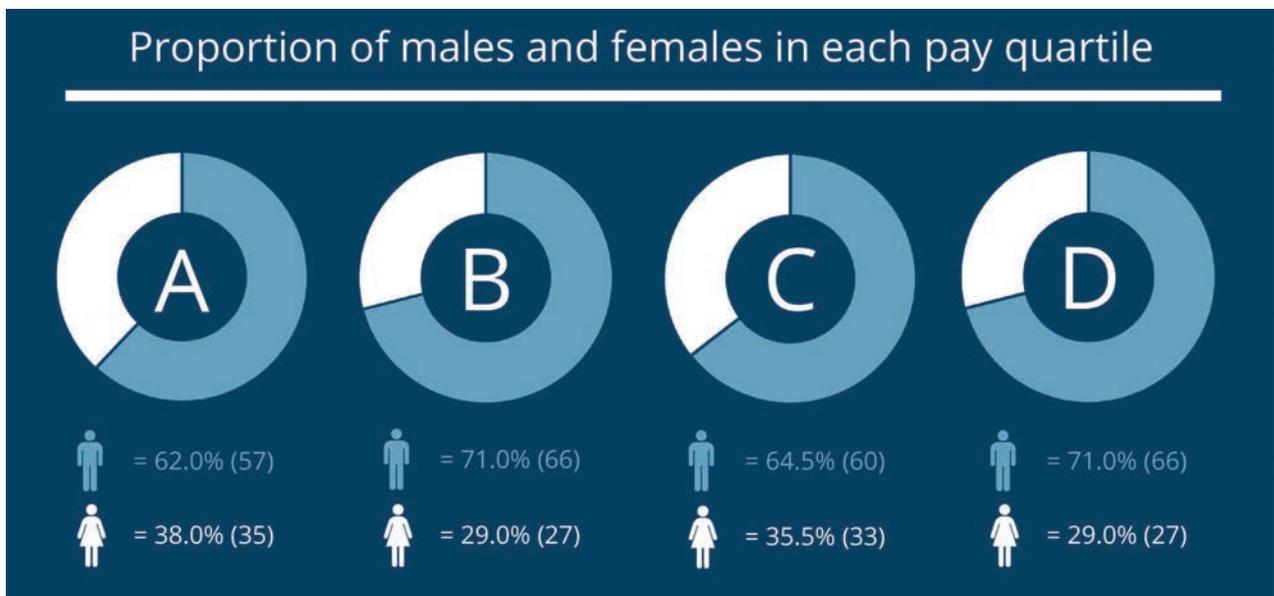
The median bonus pay gap was **significantly lower** than comparable organisations at 4.1% (£57.00).



4.1%
£57.00

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.

Employees, regardless of their gender, were entitled to participate in the discretionary company bonus scheme which operated according to company performance and personal performance against clear and SMART objectives. 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.



Open GI Ltd is pleased to report that it 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.

In everything we do, we want to promote equality and the importance of valuing people for their contribution, and not their gender identity or any other protected characteristic.



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Open GI Ltd is a trading name of Open International Limited.
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VAT Registered No: GB 100 1915 77

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