

# Gender Pay Gap Report 2025

## Orion Commitment

Orion understands the importance of valuing everyone as an individual and creating an inclusive work environment that benefits all. We recognise that employing a diverse workforce provides the best and most productive environment to work in.

As a service company that provides recruitment and labour placement services to a range of clients, we accept that our reporting covers many organisations, sites and sectors. In fact, less than 15% of the personnel that Orion report on work for Orion. We are however committed, in conjunction with our customers and in line with our updated Diversity and Inclusion Commitment, to utilise the gender pay gap reporting data to recognise and address any gender imbalance identified.

Our assessment confirms that our pay structures and controls provide equal pay and benefits for men and women in comparable jobs. We also identified that Orion retains a greater percentage of men in senior and technical positions who are paid higher salaries creating the gender pay gap that we have reported.

I confirm that the gender pay gap data that we have reported is accurate and meets the requirements of the Gender Pay Gap Regulations 2010.

Ross MacRae  
Group HR Director & Deputy MD

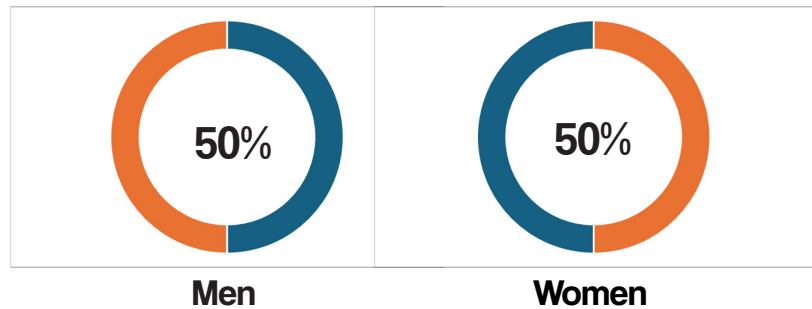


## Our Findings

### Staff Gender Balance

Orion has an equal split of women and men staff. However, across our entire reportable group, that includes workers on assignment with our clients along with our direct employees, 29% of our workforce are female.

85% of the Orion reportable workforce are on assignment for clients and many of them work in sectors that traditionally retain an employment gender gap.



Pay Gap		Bonus Gap		Bonus Receipt	
Mean:	38%	Mean:	63%	Men:	12%
Median:	48%	Median:	71%	Women:	29%

Quartile	Men	Women
Lower	76%	24%
Lower Middle	77%	23%
Upper Middle	68%	32%
Upper	62%	37%

Due to the different organisations that Orion out-source personnel to, it is difficult to draw meaningful conclusions from this report. Orion recruit personnel in a range of sectors including heavy industry. It is well documented that a gender split exists for certain disciplines in capital intensive industries such as energy, shipbuilding, and chemicals.

There are a range of initiatives across these sectors to address the gender split and Orion offer support by providing innovative and targeted resourcing strategies. Orion work with educational bodies to aid the attraction of females to STEM courses to reduce future gender imbalance. This includes University employment advisory boards and STEM student attraction campaigns.

### Closing the Gap

Orion acknowledges that we have a gender pay gap and whilst accepting that it is a complex matter, we are committed to tackling it.

Education remains an important factor and as a business, we will continue to encourage our people to embrace diversity, acknowledge unconscious bias and maximise everyone's potential.

Orion ensure that Agency Worker Regulations relating to equal treatment are applied including equal pay and working conditions, access to childcare facilities, and paid time off for ante-natal appointments.

At Orion, we continually monitor our policies relating to equality, diversity and inclusiveness to ensure that they are in line with international government legislations, best practice and our commitment to diversity.