

## Gender Pay Gap Company Statement for 2025

As a responsible employer, Orbia Building and Infrastructure (Orbia B&I) understands its obligations in undertaking Gender Pay Reporting in accordance with the Equality Act 2010. We are complicit in the requirement to publish this information on our website and the Government Gender Pay website [WAVIN LIMITED - Gender pay gap service](#). We will do this annually, normally in Q1.

This exercise, which does not breach GDPR, involves different calculations which show the difference between the average earnings of those employees who identify as men and women within our business. The results allow us to understand the following:

- The levels of gender equality within Orbia B&I
- The balance of male and female identifying employees operating at various pay grades
- How we reward talent

Gender Pay Reporting requires our business to make calculations based on two employee genders and for the purpose of this exercise we used People and Payroll data already in our possession. The bracketed figures in blue show the variance between data for the previous year in 2024.

Gender Pay Gap	2025	
	Mean Hourly Pay	Median Hourly Pay
Gender Pay Gap	10.7% (-0.76%)	14.3% (-1.10%)

Quartile Pay Band Information	2025	
	Male	Female
Upper Quartile	86.47% (-1.56%)	13.53% (1.56%)
Upper Middle Quartile	88.89% (1.33%)	11.11% (-1.33%)
Lower Middle Quartile	82.13% (-1.13%)	17.87% (1.13%)
Lower Quartile	63.59% (0.13%)	36.41% (-0.13%)

Gender Bonus Gap	2025	
	Mean Gender Bonus Gap	Median Gender Bonus Gap
Gender Bonus Gap	23% (75.30%)	56.8% (84.82%)

Proportion Receiving Bonus	2025	
	Male	Female
Total	664 (-9)	163 (1)
Those in receipt of bonus	111 (3)	21 (9)
% of Male and Female employees receiving a bonus	16.7% (0.67%)	12.9% (5.48%)

Some of the key takeaways from the data are that;

- There are more men than women in higher-paid roles
- Women are significantly underrepresented in higher-paying roles and overrepresented in the lowest pay band quartile
- Bonus-eligible senior roles are held by significantly more men than women and women who receive bonuses tend to receive much smaller amounts

While there is nothing in the data that suggests unequal pay within like-for-like roles, it is clear that there is;

- A much smaller proportion of women in higher-paid roles
- More women than men in lower-paid roles
- Lower bonus eligibility and lower bonus values for women

As in previous years, we believe that these issues are as a direct consequence of the 80:20 gender split within the business rather than unequal hourly pay rates. This is further compounded by an underrepresentation of women in senior and bonus-eligible roles alongside a concentration of women in our lower pay quartiles. This is typically a result of more women than men working part-time hours.

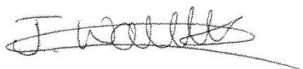
We remain committed to making improvements in the area of gender pay. Closing this gap requires continued focus on attracting, developing and promoting women into higher-level and bonus eligible roles. We will aim to do this by;

**Increasing female representation in senior and high-pay quartile roles and strengthening the retention and progression of women** by creating targeted pathways into female leadership roles and individual development plans for those females highlighted as part of our annual Talent Review process.

**Improving the attraction and retention of women into higher-paid job families** by using a gender-bias tool to eliminate unconscious bias in the selection process, ensuring greater visibility of our flexibility and family benefits and continued promotion of the Orbia Womens Network.

**Creating a fair and transparent bonus eligibility framework** by continuing to share the clear criteria on bonus eligibility and annual performance ratings.

This statement is correct at the time of writing in February 2026.



Jocelyn Walker  
Head of People