

Gender Pay Gap Company Statement

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. 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 2023.

	2024	
Gender Pay Gap	Mean Hourly Pay	Median Hourly Pay
Gender Pay Gap	11.5% (-4.99%)	15.4% (-0.18%)

	2024	
Quartile Pay Band Information	Male	Female
Upper Quartile	88.04% (2.33%)	11.96% (-2.33%)
Upper Middle Quartile	87.56% (0.46%)	12.44% (-0.46%)
Lower Middle Quartile	83.25% (4.91%)	16.75% (-4.91%)
Lower Quartile	63.46% (-3.36%)	36.54% (3.36%)

	2024	
Gender Bonus Gap	Mean Gender Bonus Gap	Median Gender Bonus Gap
Gender Bonus Gap	-52.3% (-45.90%)	-28.0% (-21.64%)

	2024	
Proportion Receiving Bonus	Male	Female
Total	673 (-2.46%)	162 (-8.99%)
Those in receipt of bonus	108 (-5.00%)	12 (-0.00%)
% of Male and Female employees receiving a bonus	16.0% (-0.35%)	7.4% (0.71%)

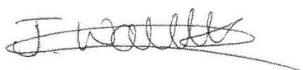
Like many other organisations, the challenge for Orbia B&I is how we eliminate the gender pay gap. In attempting to do this, we ensure good practice in the following non-exhaustive ways to support our cause:

- Orbia B&I embraces diversity and inclusion and educates all employees in this area
- We use job levels as a framework against which all employee roles are graded, regardless of gender
- We ensure that all employees within the same job level have the same opportunities to obtain the same rewards
- Our recruitment and selection practices are fair and lawful ensuring that appointments are merit based rather than gender based
- We are committed to increasing the number of employees who identify as female in Orbia B&I and this is reflected by the Orbia Impact Mark, a measure of which is female talent within leadership roles. Additionally, we have introduced measures to attract and retain more female talent by significantly enhancing maternity pay and introducing a subsidised childcare scheme
- We actively promote the Orbia Womens Network (OWN) which supports female talent with their professional growth and development and celebrates their success. As part of this, we have a Women of Wavin support group which members use as an informal coaching and mentoring tool to support one another
- We are proud to be a member of the Construction Inclusion Coalition which actively seeks to increase minority groups in the construction industry by sharing best practice with other sector members
- We measure improvement by distributing our annual Women of Wavin survey which asks a variety of questions on female engagement, opportunities for development and suggestions for improving their employee experience. Results are collated and shared in Focus Groups, before viable suggestions are implemented
- We recently launched a Menopause Policy which raises awareness and advocates for reasonable adjustments to support and retain female talent within the business at an age when typically most women choose to leave the workforce

We are confident that any pay differential is the result of employees undertaking different roles and receiving associated rewards, as opposed to B&I treating male identifying employees more favourably than female identifying employees, solely on the basis of their gender.

We continue to make improvements in the area of gender pay. We will continue to achieve this through continuous training and mentoring and by keeping the issue at the forefront in all recruitment and selection activities. We will continue to encourage and support new initiatives amongst our workforce which will help us achieve our objective.

This statement is correct at the time of writing in February 2025.



Jocelyn Walker – Head of People