

## Gender Pay Gap Reporting 2020/2021

We are Adarma, one of the largest independent security services companies in the UK. Our purpose is to protect the promise of cyber resilience. Our team of cyber threat management specialists guide and support our customers to confidently mitigate risk, reduce the impact of cyber threats and maximise the value of their cybersecurity investments. Working hand-in-hand with our customers we provide advice, intelligence, technology and managed security services, with complete visibility and transparency, to deliver the security outcomes needed to make a remarkable difference.

Our teams are a diverse group of cyber security specialists and business-facing consultants, all with the same objective and united by the same goal: to help our clients prepare for attack and stand side-by-side with them when it happens.

The IT sector has traditionally been male dominated and the CyberSecurity industry continues to follow this path, with women making up just 8% of cyber security professionals.

Over the past 12 months we have been focusing on creating a more balanced Diversity, Equality and Inclusion (DE&I) agenda for Adarma. We know that we have more work to do and we recognise that we have a gender imbalance within the business. Our gender pay gap report shows that we have higher number of women in the upper middle hourly pay quarter and this has affected the median for both hourly pay and bonus.

We appreciate that it is important to have women in all areas and levels of the business and as part of our commitment to DE&I we have partnered with ScotlandIS, The Scottish Government and other organisations' including Lloyd's Bank and Morgan Stanley to support the first "Empowering Women to Lead Cyber Security" initiative specifically aimed at woman; to support growth within the business and encourage more woman into Senior Leadership roles. Another initiative aims to address the gender imbalance in the industry, by creating partnerships with Schools and Universities to raise awareness of a career in Cyber Security. Following on from this we are creating a graduate development program. We have amended the criteria to be more inclusive, as more women have a general IT degree, rather than specifically Cyber Security.

As part of Adarma's Diversity, Equality and Inclusion strategy we are reviewing our Employee Value Proposition to make it more inclusive for all Adarma employees. We are also reviewing our recruitment practices, including re-wording our job adverts to be more inclusive.

The Chief Financial Officer, Mark Grafton has been assigned to sign off the company's gender pay gap reports and the company assigns the Head of HR, Svetlana Bogdanova to begin to address gender pay gap issues, to be responsible for delivering the communications plan in this and subsequent years.

## Percentage of men and women in each hourly pay quarter

[pay quarter](#)

	Men	Women
Upper hourly pay quarter	84.1 %	15.9 %
Upper middle hourly pay quarter	79.7 %	20.3 %
Lower middle hourly pay quarter	84.1 %	15.9 %
Lower hourly pay quarter	86.8 %	13.2 %

## Mean and median gender pay gap using hourly pay

[hourly rate](#)

Mean gender pay gap using hourly pay	3.6 %
Median gender pay gap using hourly pay	-5 %

## Percentage of men and women who received bonus pay

[bonus pay](#)

	Men	Women
Percentage of men and women who received bonus pay	62.6 %	60.9 %

## Mean and median gender pay gap using bonus pay

[mean and median gender pay gap using bonus pay](#)

Mean gender pay gap using bonus pay	4.9 %
Median gender pay gap using bonus pay	-2.5 %

