

## Gender Pay Gap Reporting 2021/2022

Adarma is the UK's largest independent cyber threat management company. We deliver trusted and transparent security solutions that protect organisations against an increasingly complex and harmful threat landscape. Founded and led by industry experts, we provide cybersecurity consulting, technology and managed security services tailored to clients' unique requirements. Day or night, we help our customers detect and respond to threats, protecting the promise of cyber resilience and helping them to build a more sustainable digital future.

Our teams are a diverse group of cybersecurity 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 cybersecurity professionals. The challenges this creates were compounded in 2020 by the lockdowns caused by the coronavirus pandemic as many organisations were forced to reduce their recruitment activity, impacting their ability to bridge existing gender pay gaps.

At Adarma, we have continued to focus on creating a more balanced Diversity, Equality and Inclusion (DE&I) agenda for our business. We acknowledge that more needs to be done and we are taking proactive steps to address our gender imbalance at all levels within the business. Our gender pay gap report shows that we have a higher number of women in the upper middle hourly pay quarter and this has affected the median for both hourly pay and bonus. Equally, a reduction in the proportion of employees being paid bonuses in 2021 has impacted our gender pay gap around bonus.

We appreciate that it is important to have women in all areas and levels of the business. As part of our commitment to DE&I we have partnered with ScotlandIS, the Scottish Government and other organisations including Lloyds Banking Group and Morgan Stanley to support the first "Empowering Women to Lead Cyber Security" gender diversity initiative, a programme designed to support women transition into more senior leadership roles. We are now sponsoring the expansion of this initiative into England. This move represents the first step towards the programme being offered across the UK.

To address both the gender imbalance and growing digital skills gap crisis, we are in the early stages of developing new partnerships with schools, universities and organisations such as Skills Development Scotland to encourage more young girls to consider a career in cybersecurity through raising awareness about the industry. We are currently in the process of creating a graduate development programme.

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	87.67 %	12.33 %
Upper middle hourly pay quarter	79.45 %	20.55 %
Lower middle hourly pay quarter	90.41 %	9.59 %
Lower hourly pay quarter	83.56 %	16.44 %

## Mean and median gender pay gap using hourly pay

[hourly rate](#)

Mean gender pay gap using hourly pay	7.5 %
Median gender pay gap using hourly pay	-5.3 %

## Percentage of men and women who received bonus pay

[bonus pay](#)

	Men	Women
Percentage of men and women who received bonus pay	15.3 %	11.4 %

## 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	8.4 %
Median gender pay gap using bonus pay	0.0 %