

Gender Pay Gap Report 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 24% of cybersecurity professionals in 2022. Meaning proactive action needs to be taken to encourage and support women into the industry at all levels, to bridge the existing gender pay gap.

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 steps to address our gender imbalance. Our gender pay gap report shows that while we have done work to encourage more female employees into the industry, the majority sit below the upper middle pay quarter and this is also reflected in the bonus pay.

The steps Adarma are taking to address the Gender Pay Gap

- We appreciate and value that it is important to have women in all areas and levels of the business. As part of our commitment to this 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.
- We are working with Willis Towers Watson to benchmark salaries against market data to ensure that our compensation is competitive and that employees are paid fairly for their role, regardless of gender and level.
- In the recruitment process, we provide training to hiring managers and interviewers on unconscious bias to ensure the process is fair. We have also implemented language analytics software to analyse the wording used in our outreach to candidates (job adverts, LinkedIn posts, emails etc) and the aim is to appeal to a wider audience. We

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also have a conscious focus on the gender diversity in our candidate pipeline and ensure diversity on our candidate journey. All of which are aimed to address some of the issues around gender imbalance.

The CEO, John Maynard has been assigned to sign off the company's gender pay gap reports and to continue to address gender pay gap issues.

Gender Pay Gap Reporting - Hourly Pay

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	90.1%	9.9%
Upper middle hourly pay quarter	80.5%	19.5%
Lower middle hourly pay quarter	77.8%	22.2%
Lower hourly pay quarter	76.5%	23.5%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	Median gender pay gap using hourly pay
9.6%	12.3%



Gender Pay Gap Reporting - Bonus Pay

Percentage of men and women who received bonus pay

Men	Women
72%	65%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	Median gender pay gap using bonus pay
1.4%	15.3%

