

Gender Pay Gap Report 2023

Adarma is the UK's largest independent security operations specialist delivering an integrated suite of advisory, engineering and managed services to large, complex organisations. We offer flexible solutions to support our customers' requirements, identifying and working in partnership with some of the world's leading vendors and most progressive security tools. Founded by industry leaders, we stand side by side with our customers, assisting them with their cyber challenges through our comprehensive suite of cybersecurity consulting and managed services. We help our customers detect and respond to threats, protecting the promise of cyber resilience and helping them build a more sustainable digital future.

At Adarma, we base our award-winning approach on a combination of people, processes, and technology. Our people 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 an attack and protect their organisations from cyber adversaries as they continue to innovate and grow.

The shortage of women in the cybersecurity industry is widely publicised, with the proportion of cybersecurity roles held by women remaining significantly lower than for other digital sectors (17% vs 29% across all UK digital sectors in 2023). We know that the best cybersecurity teams need to be diverse. Balanced teams that are more representative benefit from a wider range of perspectives and are therefore better equipped to understand, anticipate and mitigate threats.

During 2023 we've worked hard to adapt and improve representation across Adarma by continuing to focus on a balanced Diversity, Equity and Inclusion (DE&I) agenda. Our 2023 gender pay gap report shows a reduction in the median hourly rate gender pay gap, which decreased from 12.3% to 10.7%. Furthermore, there has been an increase in representation of women in the upper quartile positions, compared to our statistics from 2022. This is a welcome sign of progress, however, we recognise that there is still much work to be done in increasing representation, equity and inclusion for women through a broad range of interventions.

The steps Adarma are taking to address the Gender Pay Gap

- Adarma has established a strong and active Women of Adarma community, providing opportunities for members to come together to share advice, receive support and attend seminars to learn new skills and develop personally. Our Women of Adarma community recently celebrated International Women's Day by hosting a virtual panel around the theme of inclusion, covering topics such as neurodiversity, mental health and intersectionality.
- In August 2023 an external coach from We Talk Wellbeing ran an empowerment workshop for all women working at Adarma. The session was hugely impactful, covering topics such as how to craft a personal brand and how to identify and challenge limiting beliefs.
- We continue to work 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 roles, regardless of gender and level.
- Given the changing nature of work and home life, we've continued to shape areas of policy and practice, such as parental leave, to maintain and support a diverse workforce with diverse lives. This year, we've enhanced our paternity, maternity, shared parental leave, and adoption leave provisions in line with employees' length of service.
- Adarma continues to actively challenge stereotypes that can discourage women from undertaking a career in STEM-related industries. In February 2024, Adarma representatives attended a STEM Women career event in London to promote cybersecurity jobs to graduates who identify as women or non-binary.
- Adarma hosted a Women in Cyber Security Scotland event in September 2023. This was an event that brought together women working in cybersecurity to make meaningful connections, network, learn and share experiences.
- In our recruitment process, we use a language analytics platform to analyse and improve the language used in our job postings. We also provide training to hiring managers and interviewers on hiring best practice, covering the importance of unconscious bias. We encourage all applicants to share any adjustments that we can make to the recruitment process to enable them to present their full potential. We were pleased to see a marked increase in female hires into technical and leadership roles in 2023 compared to 2022.

Gender Pay Gap Reporting – Hourly Pay

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	82.9%	17.1%
Upper middle hourly pay quarter	84.2%	15.8%
Lower middle hourly pay quarter	77.6%	22.4%
Lower hourly pay quarter	79.2%	20.8%

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%	10.7%

Gender Pay Gap Reporting – Bonus Pay

Percentage of men and women who received bonus pay

Men	Women
58.9%	68.3%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	Median gender pay gap using bonus pay
14.7%	0%

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