

Gender Pay Gap Report 2024

Adarma

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 Cybersecurity Industry

Cybersecurity is a niche industry employing 65,000 professionals in the UK. The shortage of women in the industry is widely publicised. While there has been a 65% increase in the number of women working in cybersecurity in the last four years, women still only make up 17.5% of UK cybersecurity professionals. Attracting women remains a key challenge for the entire tech industry, including cyber. The number of women enrolled in computer science and software engineering courses at University and College continues to be low, highlighting the work that remains to be done to stimulate the interest of school-aged girls and encourage them to consider these career paths when making subject choices.

We know that the best cybersecurity teams are 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.

Our 2024 Gender Pay Gap Statistics

We continue to work hard to improve female representation across Adarma.

The number of female employees employed on our reporting date as a percentage of our workforce increased by 2% on the previous year, despite a 6% reduction in headcount.

When we look at representation, we see an increase in women represented in upper quartile positions for the second consecutive year (by 4.6% compared to 2023 data). We expect that this will continue as entry level females progress to mid level and senior roles.

Our gender pay gap report shows that there has been a 3.1% reduction in our mean hourly rate gender paygap (from 9.6% to 6.59%) with a 23% reduction (from 14.7 to -8.35%) when bonuses are used.

Our median hourly rate gender pay gap has increased by 2.57% (from 10.7% to 13.27% but continues to be zero when bonuses are included.

Positive trends in three of these four statistical measures are a welcome sign of progress, however there continues to be work to be done to reach pay parity.

How Adarma is addressing the Gender Pay Gap

We recognise that the cybersecurity industry has a poor track record when it comes to gender parity in its workforce. To help address both the gender imbalance and growing cyber skills gap we have:

- Partnered with ScotlandIS and the Scottish Government, as well as Lloyds Banking Group and Morgan Stanley to sponsor 'Empowering Women to Lead in Cyber Security', a gender diversity initiative designed to help women enhance their leadership skills and confidence. Due to the success of the programme, we sponsored the expansion of this initiative into England.
- Partnered with colleges and universities to actively challenge stereotypes and encourage more girls and young women to consider a career in cybersecurity and STEM-related industries. Though attending careers events, delivering talks and providing interview skills practice, we aim to raise awareness of the cybersecurity industry.
- A Women in Business group, providing opportunities to come together to share advice, receive support and attend seminars to learn new skills and develop personally. Our Women in Adarma group celebrated International Women's Day 2024 by hosting a virtual panel around the theme of inclusion, covering topics such as neurodiversity, mental health and intersectionality. We have a informal

mentor scheme matching experienced senior women with more junior colleagues. We're working to expand this.

- Engaged an external coach from We Talk Wellbeing to run an empowerment workshop for all women working at Adarma. The session – held in August 2023 – was hugely impactful, covering topics such as how to craft a personal brand and how to identify and challenge limiting beliefs.
- Continued 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 role, regardless of gender and level.
- Hosted a Women in Cyber Security Scotland event in September 2023. This was an opportunity to bring women working in cyber security together to make meaningful connections, network, learn and share experiences.
- Continued to 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 have been pleased to see a year on year increase in marked increase in female hires.
- Enhanced our paternity, maternity, shared parental leave and adoption leave provisions well above statutory requirements (up to 26 weeks full pay and 13 months half pay, based on length of service). We are pleased to have seen all our employees return to work after maternity/adoption leave. However, we are not complacent and have developed and delivered a return to work programme for those returning to work after family leave.
- Approved every flexible working request made by our female employees in 2023 (a 93% approval rate overall). We are developing improved resources to supporting our managers confidently make decisions flexible working decisions that are legal and in line with business needs.

Adarma's Gender Paygap Information

Gender Pay Gap Reporting – Hourly Pay

Percentage of men and women in each hourly pay quarter

	Men	Women
Upper hourly pay quarter	81.9%	18.1%
Upper middle hourly pay quarter	80.6%	19.4%
Lower middle hourly pay quarter	77.8%	22.2%
Lower hourly pay quarter	75.3%	24.7%

Mean and median gender pay gap using hourly pay

Mean gender pay gap using hourly pay	Median gender pay gap using hourly pay
6.59%	13.27%

Gender Pay Gap Reporting – Bonus Pay

Percentage of men and women who received bonus pay

Men	Women
70.6%	55.7%

Mean and median gender pay gap using bonus pay

Mean gender pay gap using bonus pay	Median gender pay gap using bonus pay
-8.35%	0%

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