

GENDER PAY GAP (GPG) REPORT

APRIL 2022

Onnec is required under current legislation to publish a GPG report annually as we have over 250 employees.

The GPG measures the difference between men's and women's average earnings (including bonuses).

The time period covered by this report is the required snapshot date of 5 April 2022.

The six key metrics that are necessary under the legislation are:

- The difference in the mean pay of full-pay men and women, expressed as a percentage;
- The difference in the median pay of full-pay men and women, expressed as a percentage;
- The difference in mean bonus pay of men and women, expressed as a percentage;
- The difference in median bonus pay of men and women, expressed as a percentage;
- The proportion of men and women who received bonus pay; and
- The proportion of full-pay men and women in each of four quartile pay bands.

The results are as follows:

- The mean gender pay gap for Onnec is 25.8%
- The median gender pay gap for Onnec is 22.6%
- The mean gender bonus pay gap for Onnec is -61.6%
- The median gender bonus pay gap for Onnec is -321.8%
- The proportion of male employees in Onnec receiving a bonus is 24.1% and the proportion of female employees receiving a bonus is 5.1%.

The pay quartiles by gender are:

Band	Males	Females	Description
A	82.3%	17.7%	Includes all employees whose standard hourly rate places them above the upper quartile.
B	89.3%	10.7%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
C	96.1%	3.9%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
D	96.1%	3.9%	Includes all employees whose standard hourly rate places them at or below the lower quartile.

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This is the fifth year of reporting the GPG for Onnec so we are now in a position to compare our results.

In 2021 women occupied 3.9% of the highest paid jobs within Onnec and 17.7% of the lowest paid jobs compared to 5% of women occupying 5% of the highest paid jobs and 16% of the lowest paid jobs in April 2020.

There has been a positive effect on the bonus gap in April 2020 with their bonus gap being heavily more favourable to women, despite there being only 2 women receiving a bonus in 12 months preceding the snapshot date (ending on the snapshot date).

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How will we continue to close the gap?

Our industry is traditionally male dominated, this is slowly changing but this fact has an impact on the GPG report for Onnec. This is reflected in the make-up of the male / female quartile pay bands.

Onnec is committed to the principle of equal opportunities and equal treatment of all employees and we have very clear policies on this.

Whilst our GPG results are in line with historic industry trends and, as anticipated we have focused on improving this over the last year and are pleased to report the proportion of female employees receiving a bonus payment has increased and we are closing the gender bonus gap. We are also slowing closing the pay gap between men and women and will continue to focus on this.

We still have some way to go to improve our GPG dramatically and this will take time. However, we will be focusing on the following:

- Continue to carry out annual pay and benefits reviews.
- Provide regular equality and equal pay training for all managers and others who are involved in pay reviews.
- Our recruitment strategy already focuses on equal opportunities for men and women and we made it part of our talent strategy to encourage more women to our industry. Our HR metrics allow us to continue to monitor the improvements we make in this area. Specifically, we will look at:
 - Internal applications and promotion processes to assess whether there is a gender imbalance in our promotions.
 - Monitor whether we more likely to recruit women into lower paid roles.
 - Assess whether particular aspects of pay, such as starting salaries and incentives differ by gender.
 - Review if we are doing all we can to support part-time employee progression.

We are also working very closely with the National Centre of Diversity and have achieved our Investors in Diversity Foundational Award.

We are committed to closing the gender pay gap in our industry will continue to work hard to improve this.

For and on behalf of
Onnec

Sharon Butler
HR Director

01 October 2021