

A photograph of four diverse professionals in a meeting, overlaid with a blue tint. From left to right: a man with a beard, a woman with short blonde hair, a man with glasses, and a woman with curly hair. They are all smiling and engaged in conversation.

# DIVERSITY AND INCLUSION

Onnec's strategy to Equality, Diversity and Inclusion



# MAKING THE RIGHT IMPACT

**Our ambition is to be an organisation that champions diversity and inclusion in every market, sector and geography we work in.**

We want Onnec to be an environment where the best and most talented people want to join, stay and develop their careers. That means we must ensure that equality, diversity and inclusion are a core part of how we operate at every level of the business.

# OUR GOALS

- Advancing everyone's understanding of inequality and discrimination
- Supporting the diverse community within and beyond Onnec
- Promote Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE)







We have a long way to go, and we are only a small group of people in the wider population, but every little thing we do moves the needle and makes our company a better place to be for everyone.

**BARRY HORGAN**  
CEO



# OUR D&I JOURNEY



# OUR DIVERSITY AND INCLUSION COMMITTEE

**Our mission is to be a place where people thrive and meet their full potential, where different ideas are valued and rewarded.**

To support our mission is our Diversity and Inclusion Steering Committee, who play a key role in driving change and fostering an inclusive environment for all.

Established in 2020, while the world was dealing with a pandemic and our staff were isolated and working remotely, we were brought together with a shared goal. We all shared the same view that we could be doing more to push forward with our initiative on Diversity & Inclusion.

With this goal in mind, we created a working group to take ownership for driving this forward. Now, our D&I Committee meet every month and are responsible for embedding the company Diversity and Inclusion Strategy. The group monitors and evaluates progress on our objectives and reports back to the Board. The committee is made up of a range of employees from across the group, covering all backgrounds and a diverse mix of job roles, race and gender.



# AWARDS AND ACHIEVEMENTS

Over the last few years working closely with both the Irish Centre for Diversity and the National Centre for Diversity, we have achieved:



Investors in Diversity Bronze Award with Irish Centre for Diversity in September 2020



Investors in Diversity Foundational Award with NCFD in January 2021



Investors in Diversity Silver Award with Irish Centre for Diversity in May 2021 (Valid for 2 Years)



Investors in Diversity Award with NCFD in June 2022 (Valid for 2 Years)



FREDIE Awards Top 100 Most Inclusive Workplaces



There has been genuine commitment to embed Equality, Diversity and Inclusion into the culture of the organisation from the top down and bottom up, with the CEO Barry Horgan being passionate about the topic.

The approach to embedding EDI has been to change mindsets, focusing on acceptance and respect, with everyone having a voice. On behalf of the National Centre for Diversity, I would like to congratulate Onnec, their staff and stakeholders on successfully achieving the Investors in Diversity Award.

**FIONA TRILLER**  
NATIONAL CENTRE FOR DIVERSITY, ADVISOR/ASSESSOR





# GENDER PAY GAP

## What our gender pay gap data tells us

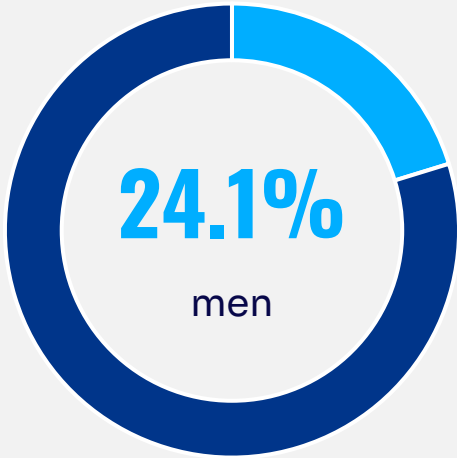
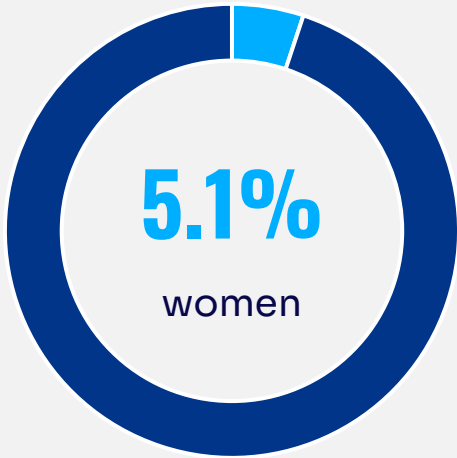
This is the fifth year of reporting the GPG for Onnec so we are now in a position to compare our results.

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).

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.

Percentage receiving a bonus



# GENDER PAY GAP

## 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 slowly 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.

## 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 are 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.

# INCLUSIVE SUPPLIERS

**As part of our inclusion strategy, we are committed to increasing our spend with diverse vendors and suppliers to build up an inclusive supply chain.**

To accomplish this, we have ongoing communication with our current suppliers, and their support to grow and accurately capture diverse vendor spend.

To be considered as a 'diverse' supplier, they must indicate whether people from any of the following groups (based on the 10 Grounds of Discrimination) own 51% or more of the business: Disability-Owned Business Enterprise, LGBTBE, SB/SME, Minority-owned Business, Service-Disabled, Veteran-Owned Business, Social Enterprise Business, Supported Business, Veteran-Owned Business and Women's Business Enterprise.

## Our Results

In 2021, over £2.6 million have been spent with diverse vendors (which represents 14%) and 35 of our suppliers are considered as diverse so far. Collecting data from our suppliers isn't a straightforward task, but our goal is to ensure we enhance our partnerships and engagements with diverse vendors, improve our communication on this and keep tracking our diverse spend monthly.





**FOR MORE INFORMATION, PLEASE CONTACT [EDRGROUP@ONNECGROUP.COM](mailto:EDRGROUP@ONNECGROUP.COM)**

