

A photograph of four diverse people 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 looking towards the right and appear to be in a collaborative discussion.

2023-2024

DIVERSITY AND INCLUSION STRATEGY

Onnec's strategy to Equality, Diversity and Inclusion

INTRODUCTION FROM GROUP CHAIRMAN

Technology is our tool. But our business is really about people. And what our talent can help our customers achieve. Our company was founded and built on exceptional people, and our colleagues continue to be our greatest asset. Above all, creating an inclusive culture will enable us to unlock the potential of our talented colleagues, improve the performance of individuals and teams and positively impact business results.

Inclusion is not just something to focus on for one day or one week, it is a something that needs long term commitment and action. Our ambition is to be an organisation that champions diversity and inclusion in every market, sector and geography we work in.

Since 2020 we have significantly increased our efforts to understand our challenges and design our approach to tackling these. We've listened, learnt and have developed a comprehensive strategy and action plan to create a balanced and diverse workforce

Our 2023-2024 strategy will see us take a global focus and approach to build on our strong foundations of what inclusion and diversity means at Onnec. Our diversity and inclusion strategy is designed to address change at all levels, from the Board down, and to effect real change on the lives of our colleagues.

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
Chairman



OUR VALUES

PEOPLE-CENTRED

We treat customers, partners and each other with respect. And we believe in investing in people to make great things happen.



KNOWLEDGE-DRIVEN

We take pride from being experts in our field.



OPEN-MINDED

We stay nimble in thought and action. So we can respond to every challenge.



CURIOSITY-LED

We're interested in the latest innovations. And keep our finger on the pulse.



RESULTS-FOCUSSED

We set ourselves high standards because we care when our customers succeed.



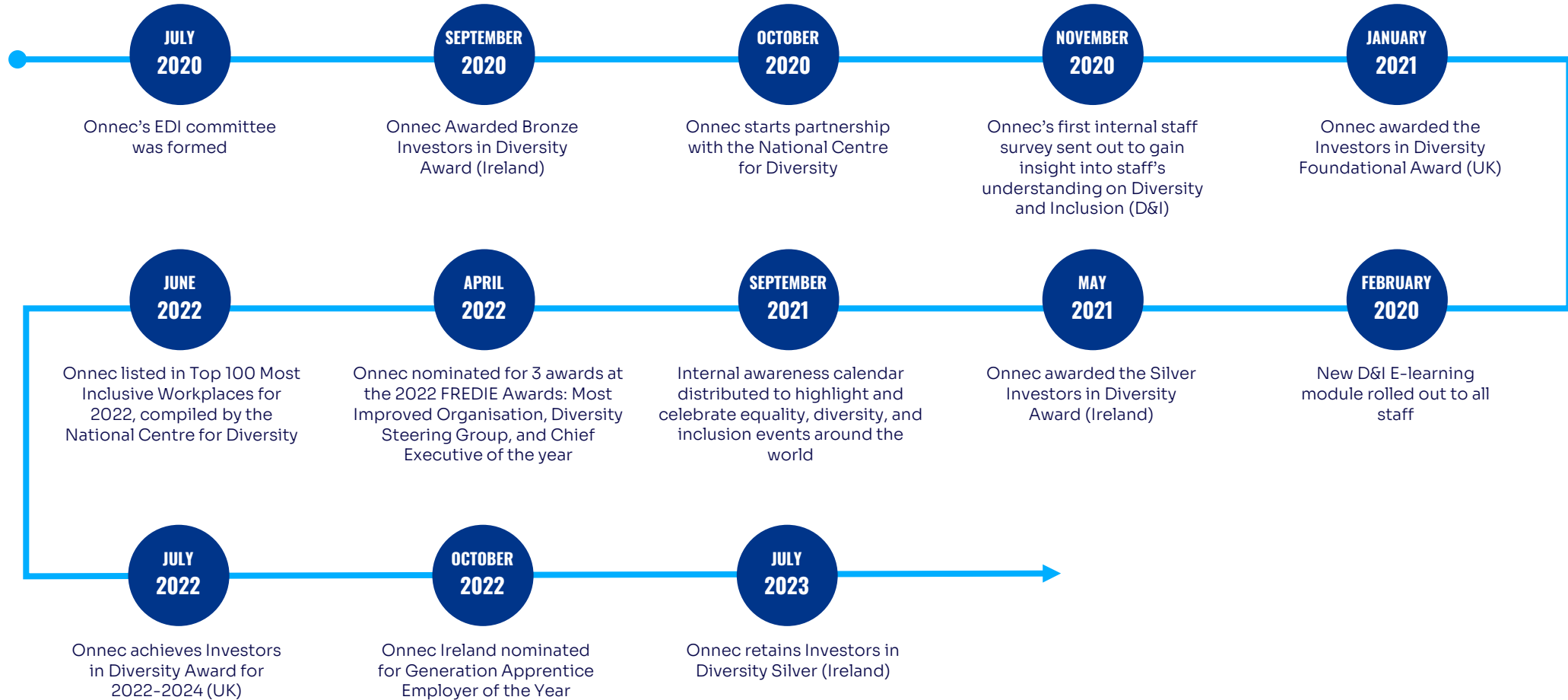


MAKING THE RIGHT IMPACT

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 EDI JOURNEY SO FAR



OUR 2023 STRATEGIC GOALS

Strategic goal	Action	How we will do it
People and Culture	Create a safe and open working culture by ensuring all our colleagues are seen, heard and valued	<ul style="list-style-type: none"> • Ensuring all our colleagues are seen, heard and valued. • Celebrate our staff with our Above and Beyond the Call of Duty Award. • Expand D&I steering group to include staff from each entity. • Expand global events in the awareness calendar to represent staff from all countries.
	Increase the awareness and understanding of diversity and inclusion within the workplace	<ul style="list-style-type: none"> • Make the inclusivity calendar available to all employees. Use internal resources such as our intranet and established communication channels to highlight activity on a regular basis. • Provide targeted activities in relation to the inclusivity calendar across the year, involving people from across the organisation in developing, resourcing and delivering.
Recruit, Train and Develop	Achieve significantly more diverse representation across each job level in our workforce to better reflect a global team	<ul style="list-style-type: none"> • Expand our recruitment advertisements (Social media, website, job boards). • Grow our Apprenticeship Scheme in the UK and Ireland. • Develop our Women in Tech initiative.
	Develop inclusive working behaviours	<ul style="list-style-type: none"> • All new staff to complete D&I E-learning module. • Unconscious Bias training for senior leadership team. • Introduce Inclusive language training.
	Equal developmental opportunities	<ul style="list-style-type: none"> • Ensure all employees are aware of open positions and that they have equal access to apply.
Record, Review and Monitor	Record workforce demographics	<ul style="list-style-type: none"> • Collect demographic data through new staff inductions and annual staff surveys, including race, ethnicity, gender, sexual orientation, disability and age to better understand where there may be gaps in the representation of diversity within the organization.
	Review our internal Policies	<ul style="list-style-type: none"> • Carry out a review of relevant policies relating to equality, diversity and inclusion and make sure these are available to all employees. • Centralise location of all policies, making them easily accessible.
	Monitor Results	<ul style="list-style-type: none"> • The Diversity Steering Group to hold monthly meetings, monitoring progress against each of the strategic objectives and actions. • Steering group meetings to be regularly attended by company CEO and consultant from Diversity Accreditation body.

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 Equality, Diversity and Inclusion (EDI) 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, Onnec's EDI 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 – our EDI Champions.



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:



BRONZE

Investors in Diversity Bronze Award with Irish Centre for Diversity September 2020 – September 2022



Achieved.
Valid Until
January 2022

Investors in Diversity Foundational Award with NCFD / January 2021 – January 2023



SILVER

Investors in Diversity Silver Award with Irish Centre for Diversity / May 2021 – May 2023



Achieved.
Valid Until
June 2024

Investors in Diversity Award with NCFD / June 2022 – June 2024



FREDIE Awards Top 100 Most Inclusive Workplaces



SILVER

Investors in Diversity Silver Award with Irish Centre for Diversity / July 2023 – July 2025



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

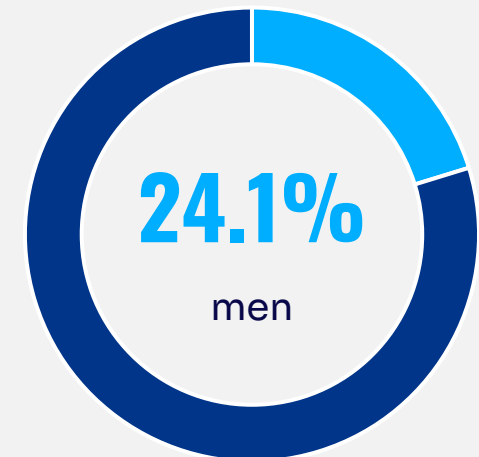
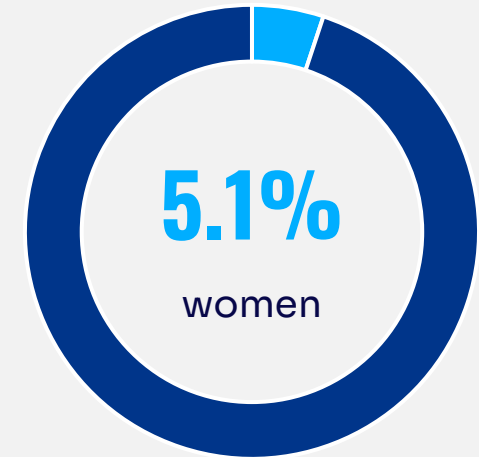
What our gender pay gap data tells us

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

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 EDI@ONNECGROUP.COM

