

IRELAND GENDER PAY GAP REPORT

JUNE 2024

INTRODUCTION

Here at Onnec we have been extremely focused over the last two years on our Equality, Diversity and Inclusion programme. We have a dedicated EDI focus group who meet on a monthly basis, as well as a Women at Onnec Employee Resource Group. We work very closely with Investors in Diversity who help support our current roadmap and who have endorsed our achievements so far.

One key output from these groups is working on gender diversity and attracting more females to Onnec as we operate in a historically male dominated industry. We also hope to achieve more females working in higher paid roles and to close our gender pay gap.

The senior team are fully committed to making progress on this as we grow.

ONNEC GENDER PAY GAP - DETAIL

Gender pay gap figures look at all of the people employed in an organisation on a snapshot date to compare the hourly rate of pay of all the women to all the men. Our findings are presented below in line with the Gender Pay Gap Information Act 2021. Snapshot Date June 2024.

Male Workforce	93%
Female Workforce	7%

Category	Percentage
The Mean Gender Pay Gap	18.57%
The Median Gender Pay Gap	10.70%
The Mean Bonus Gender Pay Gap	67.83%
The Median Bonus Gender Pay Gap	37.67%

Bonuses & BIK

Category	Percentage
The Proportion of Males Receiving a Bonus	96.30%
The Proportion of Females Receiving a Bonus	92.31%
The Proportion of Males Receiving BIK	31.48%
The Proportion of Females Receiving BIK	61.54%

Pay Quartiles

	Lower	Lower middle	Upper middle	Upper
Male	86.05%	90.70%	97.67%	95.35%
Female	13.95%	9.30%	2.33%	4.65%

INSIGHTS

Pay Gap

The mean (average) and median (middle value) gender pay gap have both narrowed since last year. This year the mean pay gap is 18.57%, which has decreased from 19.05% last year. This year the median pay gap is 10.7%, which has decreased from 15.39% last year.

Compared to last year the mean and median hourly rate of pay for women has moved closer to those of men overall, which tells us that the gender pay gap has improved in line with our commitment to focus on this as part of our overall EDI strategy.

Bonus Gap

The proportion of females receiving bonuses has increased from 90.91% to 92.31%, however, the mean gap has increased from 59.82% to 67.83% and the median pay gap has increased from 22.5% to 37.67%.

Benefits In Kind Gap

The proportion of females receiving benefits in kind has increased from 45.45% to 61.54%, these are higher for our female workforce than male with 31.48% receiving benefits in kind. However, this is due to the majority of females working in office-based roles with more benefits offered to office based contracts than site based contracts.

Quartile Review

The majority of females has remained in the lower quartile, the majority are in administration roles, however, the number of females in the Upper Quartile has increased from 0% in 2023 to 4.65% which has been due to internal promotions.

MOVING FORWARDS

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

Whilst our GPG results are in line with historic industry trends we are extremely pleased to be able to report that we are closing the gap.

We still have some way to go to improve and we are taking a wide range of steps to improve gender diversity at Onnec, some immediate and some which will take longer to have an impact on our results.

Our agreed actions are:

- Continue to carry out pay and benefits audits at regular intervals.
- Provide regular equality and equal pay training for all managers and others who are involved in pay reviews.
- Review our Bonus Scheme for all staff.
- As part of our EDI Strategy we have launched a Women In ONNEC Employee Resource Group and are continuing to work through our roadmap and have already achieved Silver status.
- 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.
 - We are looking to partner with “Women in Tech” focus groups and recruitment providers and are developing further our section on our careers page to help attract more females to our industry.
- We have adjusted our exit interview process to better assess drivers of attrition and any gender impacts.
- Gender equality remain a key focus for our leadership team.

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