

# Gender Pay Gap Report 2020

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## A note from our CEO, Gareth Hall

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"At Ontic, our ambition is to become an employer externally recognized for a rich and thriving culture. We know that diversity strengthens our business and benefits our colleagues, our customers, and the communities we work alongside. It is imperative that every Ontic employee has an equal opportunity to unlock their full potential and succeed, regardless of gender, role or background.

"We have a clear roadmap to help us achieve these objectives and there is much to do to ensure we become the fully inclusive business we aspire to be.

"Consistent with many of our competitors within the engineering and aerospace sector, we continue to record a gender pay gap that is higher than we would like and is not yet reflective of the commitment we're making to address the balance. Reasons for this and, more importantly, what we are doing about it are set out in this report."

A handwritten signature in dark blue ink, which appears to read 'G. Hall'.

Gareth Hall  
CEO

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# Our gender pay and bonus gap

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Ontic UK's gender pay gap, based upon hourly rates of pay of 5 April 2020, sees women earning 7.9% (median) and 8.4% (mean) less than men; a considerable reduction since our 2018/19 gender pay report.

## Gross Hourly Pay Gap

Mean



Median



## Bonus Pay Gap

Mean



Median



The biggest driver of the gender pay gap remains the size and shape of our workforce, with the majority being male employees.

Engineering still typically attracts more males than females and whilst national STEM initiatives aimed at females gain pace and are unquestionably vital to readdress the gender balance in the sector, there is still a huge way to go culturally and societally.

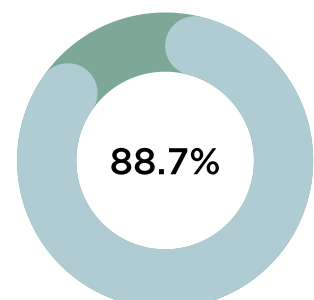
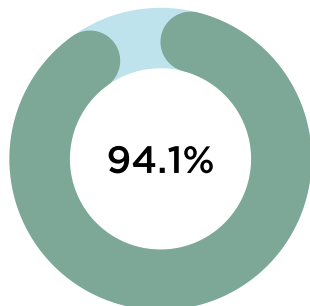
Whilst we continue to see a pay gap between male and female employees, this is not a reflection of inequality; our compensation and reward strategies aim to ensure both men and women are paid equally for the same work.

\*The increase in mean bonus pay can be attributed to extraordinary one-off bonus payments during 2019 which has skewed the normal position.

# Proportion of employees receiving a bonus

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All employees who meet the eligibility criteria to participate in Ontic's bonus scheme:\*



\*All employees are eligible to participate in Ontic's bonus scheme providing they meet the criteria. The figures shown take into consideration starters and leavers during the bonus year and the payment date of the bonus.

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## Proportion of males and females in each pay quartile

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Pay Quartiles - 2020	Female	Male
1st Quartile - upper	26.30%	73.70%
2nd Quartile - upper middle	14.50%	85.50%
3rd Quartile - lower middle	28.90%	71.10%
4th Quartile - lower	38.20%	61.80%

This year, we strengthened our leadership teams with a number of new business-critical areas. This provided the opportunity for a number of internal high-performing females to be appointed to their first leadership position.

Simultaneously, a larger number of highly-paid senior and/or niche positions have been filled by males as external hires. Typically, this has been due to the nature of the positions being male-orientated career choices or sector-specific attracting talent from a narrower talent pool. The result has been an overall dilution of female representation in the 1st and 2nd quartiles.

Conversely, there has been an increase in the number of females generally across the business, up by 4% globally. This reflects our continued efforts to attract females to our sector, in particular through our graduate scheme.

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# How we're readdressing the balance

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We believe that a more diverse workforce makes us a better business; continuing to address our gender balance is a key activity towards establishing a more inclusive and diverse culture.

We continue to focus on promoting the exciting range of aspirational careers on offer at Ontic, recruiting and retaining the best people for the job, and fostering a fair and supportive culture that promotes opportunities for all. Here's a snapshot of our efforts so far:

01

## Recruitment & Retention

We continue to support programmes to 'grow our own'. This year, we invested in further apprenticeship, graduate and year-in-industry placement opportunities to increase the number and diversity of programmes and career paths offered.

We extended our relationships with institutions to support the attraction of emerging talent to ensure we have a broad appeal across different backgrounds and genders. We continue to work closely with local schools and colleges to ensure we're attracting a 50/50 split in our apprentice and graduate intake.

02

## Learning & Development

We've simplified our internal talent and development processes, encouraging our high-performing females to reach senior leadership roles, should they wish, as well as providing them with the tools, guidance and access to coaching support to assist their personal development.

Furthermore, we've launched initiatives to ensure all employees have access to learning resources to empower individuals to acquire the knowledge and skills they need to advance their career and accelerate their personal development.

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## Our Commitment

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Whilst the focus of this report is on pay differences between males and females, our commitment to inclusion and diversity extends beyond gender. We hope every colleague at Ontic feels able to bring their authentic selves to work every day.

We'll continue to focus on building a thriving culture of inclusivity and embedding inclusion and diversity into everything we do. All these actions are a collective responsibility but start with leadership. As leaders, we will continue to hold our cultural agenda at the heart of our business strategy and the plans to deliver that strategy. We also need the support of our colleagues to stay open to change, support our activities and keep challenging the status quo. If we all work together, we'll achieve the transformation we all want to see.

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