

# Ontic Gender Pay Gap Report



## Introduction from our President

**Ontic is committed to being a truly inclusive place to work, where employees have the opportunity and company support to reach their potential. In a growing business like ours, it is absolutely vital to our current and future success.**

Ontic, a BBA Aviation company, is the leading global provider of OEM-pedigree parts and MRO services for legacy aerospace platforms. Our business supports over 3,000 customers around the globe through the provision of excellent customer service and quality parts and services. Our people are at the heart of our ability to achieve this. In turn, we strive to provide an inclusive and engaging place to work, where we focus on recruiting, rewarding, recognising and retaining our colleagues so we can continue to deliver our strategic goals.

We are supportive of legislation to publish details of our gender pay and bonus gaps, and we have taken the decision to publish our information early, signaling our intent to continue to focus on this. We have also taken the decision to voluntarily publish details for our US operations in addition to those in the UK. Whilst we recognise that there is still progress to be made in this area, we also recognise that undertaking the actions we have identified presents a real opportunity for all at Ontic.

### **Gareth Hall**

President and CEO, Ontic

# Our gender pay gap explained

Whilst we acknowledge that there is a pay gap between male and female employees, we are confident that this is not an issue of inequality. We utilise job evaluation methodology to underpin how we reward employees, and our compensation and reward strategies ensure that men and women are paid equally for the same work.

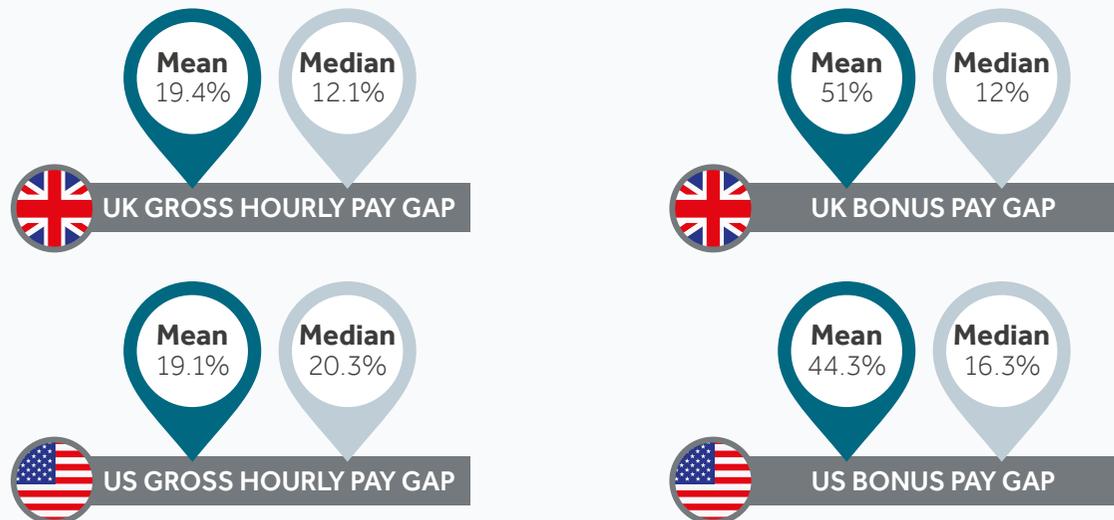
## What factors are driving our gender pay gap?

There are several factors driving our gender pay gap:

- 1** 74% of Ontic colleagues are male. Men have traditionally dominated the manufacturing and engineering sectors and our male:female ratio is typical of organisations operating within these sectors.
- 2** A greater proportion of senior positions at Ontic are held by men. These positions tend to carry a higher salary and bonus opportunity, in percentage terms. Our bonus awards are gender blind, and variability in salary drives the bonus gap.
- 3** The bonus differential is also impacted by a higher proportion of females at Ontic working part-time. Bonus payments are made proportional to working hours, however the reporting regulations require a different statistical measure that does not consider pro-rating for part-time workers.

## Our gender pay and bonus gap<sup>1</sup>

Ontic UK's gender pay gap, based upon hourly rates of pay as at 5 April 2018, sees women earning 12% (median) and 19% (mean) less than men. Our UK median pay gap, at 12%, is significantly better than the national average<sup>2</sup> of 17.9%.



<sup>1</sup>Bonus data based upon the payments in the twelve months preceding 5th April 2018.

<sup>2</sup>Statistics taken from ONS.

## Proportion of employees receiving a bonus

All employees, who meet eligible criteria participate in the Ontic incentive (bonus) scheme.

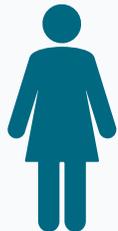
94.7%



91.4%



92.3%



95.1%



## Proportion of males and females in each pay quartile



### Ontic UK

Pay Quartiles	Female	Male
1st quartile	45.9%	54.1%
2nd quartile	24.2%	75.8%
3rd quartile	19.4%	80.6%
4th quartile	11.3%	88.7%

Each quartile is made up of 62 employees, except for the 1st quartile which comprises 61.



### Ontic US

Pay Quartiles	Female	Male
1st quartile	44.1%	55.9%
2nd quartile	17.2%	82.8%
3rd quartile	27.1%	72.9%
4th quartile	15.3%	84.7%

Each quartile is made up of 59 employees, except for the 2nd quartile which comprises 58.

# What we are doing to close the gap

Efforts to reduce our gender pay gap have been identified in the context of being achievable and sustainable and are being implemented as part of Ontic's broader Inclusion and Diversity agenda.



## Supporting and attracting female talent

We are focused on further developing our attraction strategy to create broader appeal to a more diverse talent pool. We are defining the additional steps required to develop our high performers (including our female talent) to enable them to reach senior leadership roles at Ontic; this includes providing them with tools, guidance and access to coaching support for their personal development. We are also focused on continuing to 'grow our own' by expanding our apprenticeship and graduate offering, and working with local schools and colleges to encourage female emerging talent into STEM careers. Finally, we have undertaken a comprehensive review of our UK policies and launched new 'family friendly' policies in September 2018.

## Equipping and empowering our leaders

It is vital that all Ontic leaders understand the importance we place on Inclusion and Diversity and how it contributes to our overall goals. From 2019, in addition to existing training and development programmes, we will be providing conscious inclusion training for all managers involved in recruitment and selection decisions and will provide training

so that our managers are better equipped to support colleagues with their development.

## Ensure we are inclusive

Ontic will continue to build an inclusive and engaging culture where individuals can thrive and contribute, as well as being rewarded for their performance.

