



Ontic Gender Pay Gap Report UK



Introduction from our President

At Ontic, our people are at the heart of maintaining our ability to provide high quality OEM-pedigree parts and MRO services to over 3,000 customers around the globe.

To keep our business growing, we are committed to being a truly inclusive and engaging place to work. Somewhere people have the opportunity and support to reach their full potential. To this end, we are focused on recruiting the right people, rewarding hard work, recognising the efforts of individuals and teams, and retaining people by giving them stimulating and rewarding career challenges. A policy that helps deliver the business's strategic goals and keeps people motivated and committed.

A key part of this policy is our support of legislation relating to the publication of gender pay and bonuses, so we have taken the decision to publish our information in this area ahead of schedule, signalling our intent to continue to focus on this issue. We have also taken the decision to voluntarily publish relevant details for our UK operations.

While we recognise that there is still progress to be made in this important area, we also recognise that undertaking the actions we have identified presents a real opportunity for all of us at Ontic to make our business stronger.

Gareth Hall

President and CEO, Ontic

Our gender pay gap explained

While we acknowledge that there is an historic pay gap between male and female employees, we are confident that this is not an issue of inequality. Far from it – we utilise job evaluation methodology to underpin how we reward people, regardless of gender, and our compensation and reward strategies guarantee that male and female employees are paid equally for doing the same work.

So why do we have a gender pay gap in certain areas?

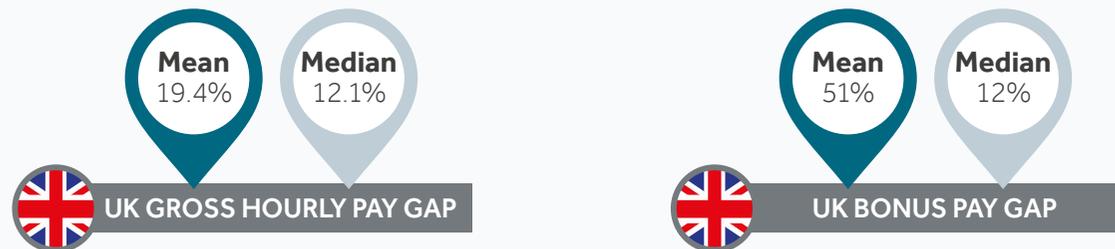
There are several factors to consider:

- 74% of our people identify as being male. Men have traditionally dominated the manufacturing and engineering sectors, and our male:female ratio is typical of organisations operating in these sectors.
- A great number of senior positions within our organisation are held by men. In percentage terms, these positions tend to carry a higher salary and bonus opportunity. Our bonus awards are gender blind and variability in salary drives the bonus gap.
- The bonus differential is also impacted by a higher proportion of females in our business working in a part-time capacity. Bonus payments are made proportional to working hours.

Our gender pay and bonus gap¹

Our gender pay gap in the UK, 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 average² of 17.9%.



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

2. Statistics taken from ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables

Proportion of UK employees receiving a bonus³

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

94.7%



92.3%



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.

What we are doing to reduce our gender pay 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 our 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 we are working with local schools and colleges to encourage emerging female talent into STEM careers.

Finally, we have undertaken a comprehensive review of our UK policies and launched new 'family friendly' policies.

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 are providing unconscious bias 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

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

