



# ENVIRONMENTAL, SOCIAL & GOVERNANCE AT ONTIC

2023/24

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## MESSAGE FROM GARETH



Last year I was proud to write the foreword to Ontic's first Corporate Social Responsibility Statement and I'm even more proud that we're able to broaden that out this year to also include a summary of some of our environmental activity over the last year.

Even though we're a global company, our approach to ESG is very much a 'local first' one; supporting local communities and local environmental projects as much as we can.

We talk regularly about being a good neighbor at all of our sites; minimizing our impact on local communities and the local environment, and giving back to them through various charity efforts, as well as inspiring the next generation of Ontic employees through our STEM outreach work.

We've always been clear on the part we play in the aerospace 'economic and eco-system,' which enables OEMs to invest in supporting the latest environmental developments through our vital investment. But we're also very aware of the need to make sure that we're as sustainable as possible in our own processes and supply chain.

We're proud signatories of the UN Global Compact, the world's largest sustainability initiative; and are fully aligned on the universal principles of human rights, labor, environment, and anti-corruption.

I'm very pleased with the charity, community and environmental contributions we made as a business last year and I hope you enjoy reading about them.



**Gareth Hall**  
CEO, Ontic

## A BIT ABOUT ONTIC

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Ontic has invested in the future supply chain of aircraft parts to the world's aerospace leaders for over 50 years, starting with only 50 employees in Hollywood, California.

Since then, we've acquired more and more licenses, and grown our expertise across the globe for both Maintenance, Repair and Overhaul (MRO) work as well as our Original Equipment Manufacture (OEM) work, expanding to seven sites across the US, the UK, and Singapore.

We now employ over 1,400 people globally and are proud of our Early Careers Program that has seen national recognition in the UK and is now flourishing in the US, with a growing internship program and the launch of an innovative technical trainee scheme.

As we envisage the future, Ontic is looking forward to continued growth and further investment in essential aircraft parts and services to keep today's planes flying.

Through the acquisition of new licenses, collaborative partnerships, investment in our employees, and commitment to delivering great value to our customers, we will continue to be a globally-recognized and trusted leader in the aerospace and defense industry.

## OUR VALUES

**Our commitment to making a difference is in our DNA. We always embrace the challenge and prioritizing ESG initiatives runs through all of our values.**



### A COMMON SENSE

**We're a global family of specialists with a shared passion for precision.**

- We care about each other, our communities and the environment, and we act with integrity.
- We strive for quality and always deliver high quality services and products.
- We collaborate and share our learning and knowledge to inspire the next generation of Team Ontic.



### FREEDOM TO CHOOSE

**We're challengers and innovators with the space to do things differently.**

- We challenge the status quo and look for opportunities to do things differently.
- We innovate to solve difficult problems.
- We lead, and are responsible and accountable for what we do.



### CREATE THE OPPORTUNITY

**We're change makers with a clear direction and a can-do spirit.**

- We look forward – we're playing our part in making the aviation industry more sustainable.
- We never stop – we're up for the challenge of making a difference.
- We deliver – we're always focusing on the outcome, and our impact on our communities.

## MEETING OUR ENVIRONMENTAL COMMITMENTS

We play a vital part in the aerospace ‘economic and eco-system’. Our business model helps keep planes in the air for longer, reducing the impact of them being scrapped. And our investment capital, coupled with the resources we can free up, enables OEMs to reinvest in researching and developing new technologies, an important component of their own focus on ESG.

**“Without us playing our part, the speed of change across the industry would be slower.”**

We’ve taken another step forward in our commitment to minimizing our impact on the environment by becoming full members of the International Aerospace Environmental Group (IAEG). **IAEG** is the leading global aerospace forum for sharing good practice concerning key environmental issues, and developing voluntary consensus standards around the environment. We’re pleased to be playing a pro-active part in a number of IAEG working groups.



In 2022, we met the Gold standard for sustainability from **EcoVadis** (the global body in sustainability accreditation), which was a terrific endorsement of our commitment, putting us in the top 5% of companies who were scored. We will be going for re-accreditation in the near future.

This year our priority has been collecting and understanding the data around our environmental impact so we can put a plan in place to deliver reductions around carbon emissions in the future. We’ve also set-up internal **REACH** working groups - ensuring we're on track regarding product compliance requirements and that our supply chain is sustainable and compliant.

In 2023, we partnered with **Schneider Electric** to use their Resource Advisor tool to help us develop targets and KPIs to monitor our progress on carbon emissions, waste, water consumption, energy consumptions, etc. This is a major step forward in really understanding our environmental performance and allowing us to build sustainably.



## SUPPORTING OUR LOCAL COMMUNITIES

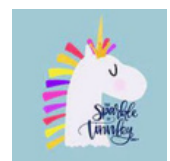
Our site-led Corporate Social Responsibility (CSR) teams have two main objectives: supporting our local communities and bringing our teams together (making sure to have fun while doing it!). As we grow and thrive, we want to ensure our local communities also benefit.

Our local teams are given a budget to help them organize fundraising activities and sponsorships, and we then support with extra funding as required. Our CSR Reps are empowered with time out of their day jobs to organize and participate in the events and our leaders are very active in supporting and participating in these initiatives. Different sites prioritize different activities and most of them have long-standing relationships with specific charities.

**In 2023, we raised over \$90,000 (USD) for our local charities globally.** As well as raising cash, all our sites run regular food and toy drives, and carry out volunteering activity at local schools and other community spaces to help improve facilities for local people i.e. painting, gardening, or building structures. We also run regular environmental projects for employees to get involved in such as tree-planting and beach clean-ups.

On top of all this, we have a global volunteering policy that gives everyone at Ontic one day a year of paid time off to volunteer for a cause close to their heart. This can be through a company-led initiative or something an employee finds independently.

We also ask people to choose a charity when they make a successful employee referral and Ontic donates money to that charity on their behalf.



## TEAM ONTIC IN ACTION

A snapshot of some of our charitable and community projects.



### Global Mario Kart Challenge

Fast becoming an annual event, teams at our main sites battled it out to become the Ontic Mario Kart champion in a virtual competition. In total, we raised \$4,346 for local charities and an additional \$5,000 went to the Autism Society of Granville County, charity of choice for our North Carolina winner.



### Cancer charities

From Macmillan coffee mornings to Pretty Muddy races, turning Ontic Pink for Breast Cancer Awareness, to taking part in Movember, as a company we're committed to raising awareness and funds for some amazing cancer charities.



### Supporting smaller charities

We don't just support national campaigns. We also regularly fundraise for smaller charities such as Aviva, a homeless shelter for women and children in the US, and our local Air Ambulance Charity in the UK.



### Collecting for those in need

As well as regularly running toy drives and collecting for foodbanks on all our sites, in 2023 we took community support to the next level by sponsoring Mission Christmas in Gloucestershire; helping children wake up to Christmas presents, even if Christmas is a luxury their families can't afford.



### Environmental projects

Over the last year, we've seen teams at Ontic take care of their local environment with beach clean-ups, litter picks, mountain restoration activities, and revamping our own outdoor spaces to be a haven for nature - we even produced Ontic honey from a hive at our Cheltenham site!



## BECOMING A MORE INCLUSIVE EMPLOYER

At Ontic, we're committed to fostering a culture of belonging where everyone feels seen, heard and valued for who they are, empowering everyone to succeed.

Our approach to cultivating a diverse, equitable, and inclusive culture is rooted in listening to each other, learning about the needs of others, and making sure we have regular conversations about what it means to be inclusive and what actions we may need to take to ensure people feel included.

It goes without saying that employment decisions at Ontic are based on merit, qualifications, and abilities – we don't discriminate in employment opportunities or practices.

But inclusion is more than that. It's about embracing the diversity of our people and making sure everyone feels that they belong at Ontic.



A COMMON SENSE

And of course, being inclusive is a fundamental part of our **Common Sense** value, caring about each other and acting with integrity.

Over the last year, we've continued to celebrate inclusion internally with a big focus on demonstrating that we're a business which values differences.

## BECOMING A MORE INCLUSIVE EMPLOYER

As part of our efforts to attract more **women** into Ontic and help them grow their careers with us, we've signed up to Women in Science and Engineering (WISE) and Women in Manufacturing (WiM) as well as offering female-only mentoring programs through Alta.



We've always been a proud supporter of the military and have a strong track-record in recruiting **veterans**, and celebrating them and **reservists**. This year, we're proud to have signed up to the UK's Armed Forces Covenant.



We also run regular internal campaigns to encourage and demonstrate inclusive behaviors as well as celebrating our differences.



And earlier in 2024, thanks to some grant funding from our partners, CVC, we launched the **Ontic Care Leavers Bursary** to support young people previously in care to become apprentices. The scheme ringfences up to three Engineering Technician Apprenticeships (at level 3 or 4) in 2024, specifically for people who have previously been in, or are leaving, social care in Gloucestershire, UK.

## SUPPORTING THE NEXT GENERATION

We have an active STEM outreach program that includes school visits, conducting mock interviews, student mentorship, open days, work experience and tours, careers talks, and equipment donations - such as laptops - to ensure all young people have access to the tools they need to succeed.

And we offer a variety of ways to encourage young people to join Ontic and develop their career in engineering and manufacturing.



Our Early Careers Program in the UK has received national recognition, winning the **Best Apprenticeship in Engineering/Manufacturing** at the UK Apprenticeship Guide Awards.



**Our internship program in North Carolina is going from strength to strength.** Launching in 2023, we hosted four interns on a 12-week paid internship. This year we received over 80 applications in the first week alone and subsequently took on 12 interns. We were also recently voted in the top two aerospace employers in North Carolina by employees at North Carolina State University.



**We hired our first two trainees in California** as a result of our innovative industry-college partnership program with Pierce College, CA, which launched this year. The program offers young people, who are looking to start college or continue their education, an alternative route where they can earn straight away while receiving technical training and qualifications that will set them up with a strong foundation for their future careers.





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