



GENDER PAY GAP REPORT 2022

Reflecting on 2022

A NOTE FROM OUR CEO



At Ontic, we are committed to creating and maintaining a working environment that is fair, inclusive, diverse and supportive for our colleagues.

We are an organization where solving complex problems is an everyday activity so it is vital that we have the ability to explain our thinking with diverse thought and experiences, enabling Ontic to support its customers.

Ultimately, being more diverse makes us a stronger business and has a positive impact on our employees, customers and communities.

Our challenge is not a pay issue, but an issue of representation that is seen across the engineering and aerospace sector both of which continue to be male-dominated.

However, I'm delighted that we're starting to make progress and we've seen year-on-year improvements since we started reporting.

In the first quarter of 2022 we employed 30 new starters, of which 17 were female, and we've seen the number of women joining our Early Careers Programme increase from one in 2020 to six in 2022.

We have also seen notable improvements in our gender pay gap data with our Mean Gender Pay Gap reducing from 17% in 2021 to 10.6% in 2022.

Across the board, the numbers show that we are closing the gap but we know we still have much to do. It will take time but I'm confident that we will attract more females to our industry and will succeed in making Ontic a truly inclusive place to work.

Gareth Hall
CEO



2022's

NUMBERS & STATISTICS

The gender pay gap is not the same as an equal pay gap and does not imply that men and women are not paid fairly. It's the difference between average male and female pay across the organization and across all roles.

Ontic focusses on ensuring men and women are paid equitably in the same role considering experience.

Ontic's UK gender pay gap, based on hourly rates of pay as at 5 April 2022, saw women earning 7.7% (median) and 10.6% (mean) less than men.

Hourly Pay Gap

Mean

Median

10.6%

7.7%

MEAN

The difference in average hourly rates of pay that male and female employees receive across our UK sites, expressed as a percentage of male employees' earnings.

MEDIAN

The difference in the midpoints of the ranges of hourly rates of pay for men and women, expressed as a percentage of male employees' earnings

Bonus Pay Gap

Mean

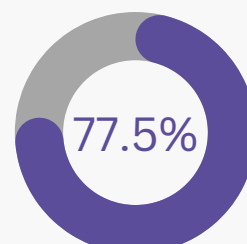
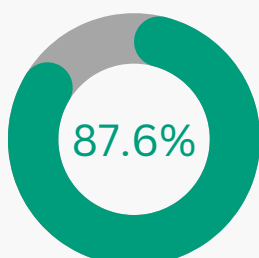
Median

33.4

9.5%

Proportion of employees receiving a bonus

All employees who meet the eligibility criteria participate in an Ontic Bonus Scheme. Last year, this was significantly reduced because 100 people joined the organization under TUPE. Although they were being paid by Ontic, they weren't eligible to receive a bonus from Ontic at that time.



2022

NUMBERS & STATISTICS

The pay gap is reducing between our male and female employees and we're increasing the representation of females at all levels of the organization, which is where the gap derives from.

2021

40% of women were in the lowest pay quartile and 22.5% were in the top quartile

2022

37.3% of women are now in the lowest quartile and 24.8% are now in the top quartile



Our talent strategy and focus on 'growing our own' is starting to reap rewards.

Three of our 'high potential' females were promoted to our Senior Management Team in the UK in 2022, which increased the percentage of females in our upper middle quartile, from 14% in 2020 to 22% in 2022.

We're using our Early Careers Programme to attract increasing numbers of female graduates, apprentices and interns with the aim of developing them into future leaders.

Our apprentice programme in particular has seen a significant increase in the number of females.

Year	Females ♀	Males ♂
2020	1	6
2021	3	6
2022	6	17

2022

SUMMARY OF ACTIVITY

We're continuing to see considerable growth in our business through acquisitions. However, this means that we inherit the issues of a lack of representation of women at all levels.



For example, 100 people joined us under TUPE in 2021/22 but only nine of these were female, which reflects the challenges we're facing across the industry.

Other activity that has contributed to making Ontic a more attractive workplace for women in 2022 included:

- Partnering with Alta to offer female mentors to women via the Alta mentoring program through the Royal Aeronautical Society
- Celebrating recognition days, including International Women's Day and International Women in Engineering Day
- Strengthening our relationship with local schools and colleges, targeting equal placement of males and females in our Early Careers Programme.
- Providing all employees with free tools and resources to help their continuous development, including LinkedIn Learning.
- Launching our behavioral framework and organizational values
- Inviting a number of High Potential women to attend the company's annual leadership conference in May 2022.

Planned Activity for 2022/23

- Further STEM activity targeted at young females to ensure the aerospace and engineering industry is seen as an appealing career choice
- Launching STEM returners programme to encourage females to return to the work place
- Menopause awareness campaign and support measures to reduce the number of females leaving employment early