



GENDER PAY GAP REPORT 2023

Reflecting on 2023

A NOTE FROM OUR CEO



At Ontic, what sets us apart is our people; our energy, our passion, and our ability to always find the right solution.

We pride ourselves on being more than the sum of our parts and are committed to creating and maintaining a working environment that is fair, inclusive, diverse and supportive for all our colleagues.

Our core value of **A Common Sense** sums up exactly what it means to work at Ontic. We care for our colleagues; we treat everyone with dignity and respect, and we collaborate to succeed together.

Our mean gender pay gap for this reporting year is **12.6%** which I am pleased to say is below the current average reported by the Office of National Statistics of 14.9%. It is consistent with prior years and continuing to reduce this remains a priority.

At Ontic, we strive to create an environment where everyone has the opportunity to thrive, and this includes supporting women through their career and creating the opportunity for them to develop and progress. For instance, between 2021-23, **38%** of our internal promotions were women.

From encouraging more women back into the workplace through the STEM returners programme, to offering female mentors to our female employees in partnership with the Alta mentoring program at the Royal Aeronautical Society, we're always looking for ways to make Ontic more inclusive for everyone. This year we will be adding another partnership to our network; Women in Science and Engineering (WISE) to support our outreach work.

Our focus remains on attracting more women into our sector; and doing this through encouraging applications to our early careers programme has had the biggest impact.

As a result, we've seen an increase in the number of female applicants across both our graduate and apprentice programmes so we continue to focus our efforts on STEM outreach to inspire the next generation.

These 2023 figures are a snapshot in time; our long-term trajectory is a positive one and the broader work we're doing to attract and recruit more women is having an impact.

We continue with our efforts to reduce the Gender Pay Gap, recognizing this is a longer-term commitment but also that it remains the right course of action for the business.

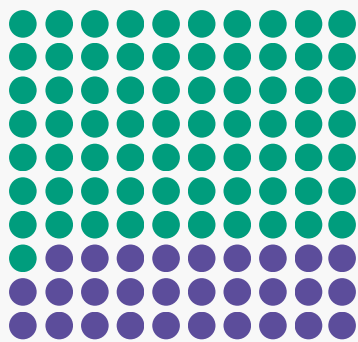
While we are working to improve the gender split, for now our workforce is representative of the wider aerospace and manufacturing sectors which are typically male dominated.

Gareth Hall,
CEO

2023

NUMBERS & STATISTICS

Ontic's Gender Split



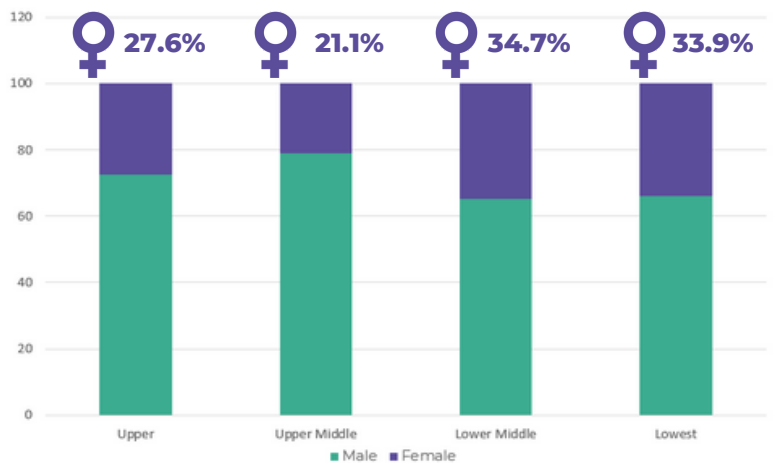
Male 71% Female 29%

Women made up 29% of Ontic's workforce in FY22/23, with a higher proportion in entry level roles.

While we are working to improve the gender split, for now our workforce is representative of the wider aerospace and manufacturing sectors which are typically male dominated.

Pay Quartiles

In the last year, we've seen a more even gender split in all levels of the organization with the number of women at the top level increasing from 24.8% to 27.6%.



2022

37.3% of women were in the lowest pay quartile and 24.8% were in the top quartile

2023

33.9% of women are now in the lowest quartile and 27.6% are now in the top quartile

2023

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

MEAN

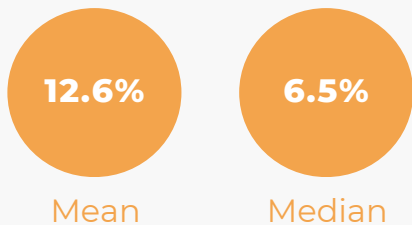
The difference in average hourly rates of pay that male and female employees receive across our UK sites, expressed as a percentage of male employees' earnings.

MEDIAN

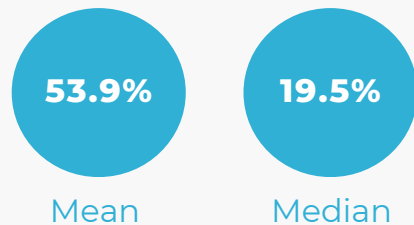
The difference in the midpoints of the ranges of hourly rates of pay for men and women, expressed as a percentage of male employees' earnings

Ontic's UK gender pay gap, based on hourly rates of pay as at 5 April 2023, saw women earning 6.5% (median) and 12.6% (mean) less than men.

Hourly Pay Gap



Bonus Pay Gap



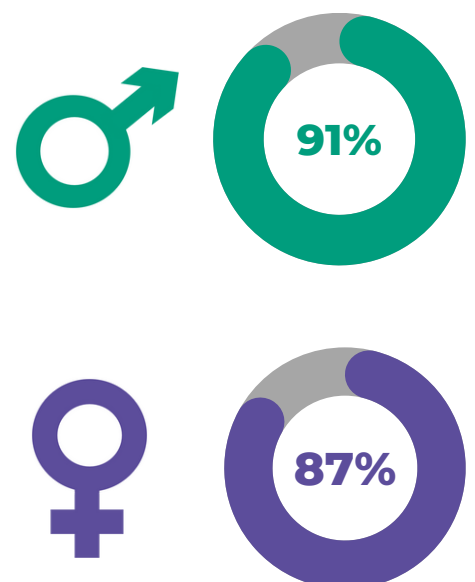
Explaining the bonus pay gap

All employees who meet the eligibility criteria participate in an Ontic Bonus Scheme.

The gap in difference between men and women receiving the bonus has narrowed significantly since the previous year.

For this reporting year, the bonus gap grew from 33.4% (mean) and 9.4% (median) to 53.9% (mean) and 19.5% (median) to 53.9% (mean) and 19.5% (median)..

This increase was mostly due to movements at the Senior Management level and eligibility for bonus payments in year.



2022/3

SUMMARY OF ACTIVITY



We continue to make Ontic a more attractive workplace for women, as well as a force for increasing female participation in our industry. Some of our ongoing activities include:

- STEM activity targeted at young women to ensure the aerospace and engineering industry is seen as an appealing career choice.
- Menopause awareness campaigns and support measures, responding to what our female employees have told us they'd value.
- Offering female mentors to women in partnership with the Alta mentoring program through the Royal Aeronautical Society.
- Strengthening our relationship with local schools and colleges, targeting equal placement of males and females in our Early Careers Programme.
- Broadening our Apprenticeship programme from engineering to other functions and offering degree level apprenticeships.
- Celebrating awareness and recognition days, including International Women's Day and International Women in Engineering Day.

Planned activity for 2023/24

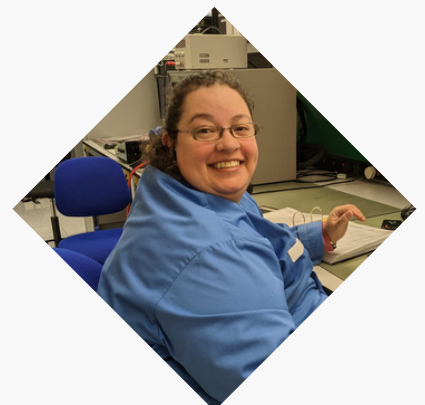
- Joining Women in Science and Engineering (WISE) and Women in Manufacturing (WIM) to both promote our company to women specifically, and benefit from improvement and advice opportunities.

Reflections from a STEM Returner

"STEM returners changed my life for the best, as they value all the experience gained outside your STEM career and give you the opportunity to continue your career where you stopped it.

"I have been lucky during my career at Ontic to work with many technicians who are experts in their field, and they are all willing to share their knowledge, experience, and time with me.

"I believe my future career possibilities at Ontic are bright, and hopefully I will be able to discover a way of using all my qualifications (engineering, project management, and business administration) and continue to contribute to the success of the company."



Claudia Gonzalez Burguete,
Electronic Repair Technician
and STEM Returner