

UK Gender Pay Gap Report 2018

In 2017 the UK Government introduced legislation that made it mandatory for all companies with a headcount of 250 or more to publish statutory calculations in April every year showing what the pay gap is between their male and female employees.

As Ocean Network Express reaches its first anniversary we are now required to publish our data, which was collated at the end of December 2018.

(1) Mandatory Information

The gender pay gap is the difference in the average (mean or median) pay between all men and women in the workforce, which is expressed as a percentage of men's earnings.

What is the gender pay gap at ONE?

| Hourly Rate of Pay | | | |
|--------------------|----------|------------|----------------|
| | Male (£) | Female (£) | Difference (%) |
| Mean | 21.65 | 16.79 | 22.45% |
| Median | 18.49 | 15.31 | 17.20% |

The mean, commonly known as the average, is calculated when you add up the wages of all employees and divide the figure by the number of employees.

The median is the figure that falls in the middle of a range when everyone's wages are lined up from smallest to largest

Using the mean or average calculation, across the whole of the UK (RHQ London office and regional agency offices), there is a 22.45% gap between what females are paid compared to men. Using the median the difference shrinks to 17.20%.

| Bonus Pay for 12 Months | | | |
|-------------------------|-------|--------|------------|
| | Male | Female | Difference |
| Mean | £0.00 | £0.00 | 0.00% |
| Median | £0.00 | £0.00 | 0.00% |

| Employees who received bonus pay | | | |
|----------------------------------|---------------------------|-------------------------------|---------------------|
| Gender | Total number of employees | Number who received bonus pay | Proportion of Total |
| Male | 149 | 0 | 0.00 |
| Female | 166 | 0 | 0.00 |
| Total | 315 | 0 | 0.00 |

As we are in the first year of operation there were no bonuses included within the calculations however these will be included in future years if bonuses are paid.

| Employees by quartile pay bands | | | | Proportion of males in quartile (%) | | Proportion of females in quartile (%) | |
|---------------------------------|-----------------|-------------------|---------------------------|-------------------------------------|--|---------------------------------------|--|
| Quartile | Number of males | Number of females | Total number of employees | | | | |
| Upper | 52 | 26 | 78 | 67% | | 33% | |
| Upper Middle | 45 | 34 | 79 | 57% | | 43% | |
| Lower Middle | 33 | 46 | 79 | 42% | | 58% | |
| Lower Middle | 19 | 60 | 79 | 24% | | 76% | |
| Total | 149 | 166 | 315 | | | | |

The table above shows that ONE has more males in senior higher paying positions within the company. The split by quartile that we see at ONE is similar to that which we see across UK companies as a whole.

(2) Additional Commentary

- ONE has just completed its first year of operation following the merger of three companies, all of which operated different pay structures and policies. The data was collated at the end of 2018, not long after the merger and does not take account of any subsequent pay reviews.
- That said, and whilst not a reason for complacency, we do believe that the published gap compares favourably with industry peers.

- The Company believes that equal pay is just as important a measure to assess how women and men are being paid, and with this in mind has introduced a Job Grading system which will enable the Company to look more closely at equivalent pay for equivalent roles and help us to better identify any gaps.
- ONE has also put in place a Flexible Working Policy which, amongst other things, encourages employees to return to work after parental leave, a majority of whom are women.
- ONE will monitor:
 - (i) the number of men and women applying for jobs and being recruited;
 - (ii) the number of men and women leaving the workforce and the reasons for this;
 - (iii) the number of men and women obtaining promotion.

(3) Conclusion

ONE is committed to addressing gender equality issues in the workforce and to identify any barriers to gender equality that may exist. It intends to do this by putting in place the measures above, and by continuing to review its employment policies and reward packages.