

## UK Gender Pay Gap Report 2020

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.

This requirement was suspended last year due to the pandemic, and so the information that follows relates to a snapshot date of 1st April 2020.

### (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	£25.38	£19.14	24.59%
Median	£21.33	£17.69	17.07%

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 24.59% gap between what females are paid compared to men. Using the median the difference shrinks to 17.07%.

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Bonus Pay for 12 Months			
	Male	Female	Difference
Mean	£2,004.52	£1,480.29	26.15%
Median	£1,755.00	£1,414.00	19.43%

Employees who received bonus pay			
Gender	Total number of employees	Number who received bonus pay	Proportion of Total
Male	155	148	95.48%
Female	178	166	93.26%
<b>Total</b>	<b>333</b>	<b>314</b>	<b>1.89</b>

Employees by quartile pay bands			
Quartile	Number of males	Number of females	Total number of employees
Upper	58	25	83
Upper Middle	42	41	83
Lower Middle	35	48	83
Lower	20	64	84
<b>Total</b>	<b>155</b>	<b>178</b>	<b>333</b>

Proportion of males in quartile (%)	Proportion of females in quartile (%)
70%	30%
51%	49%
42%	58%
24%	76%

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 first reported on gender pay in 2019 following its first year of operation after the merger of three companies, all of which operated different pay structures and policies. At that time the Company made a number of commitments which we have fulfilled, including introducing a Job Grading system to enable us to review more closely equal pay for equivalent roles (which we believe is just as important a measure to assess how women and men are being paid), putting 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, and monitoring the number

of men and women applying for jobs, being recruited, being promoted and leaving the workforce.

- We have seen a 1.52% reduction in the mean pay gap between 2019-2020 and 2020-2021. In the current reporting period whilst 53% of job applicants have been male, 65% of those appointed have been female; and in the same period the number of internal promotions has been equivalent across men and women.
- Whilst we are pleased that there has been some improvement, we are undertaking a number of further initiatives designed to ensure we continue to attract, retain and promote women within our organisation. These include setting up a Diversity and Inclusion Working Group, the launch of a Careers Website which we hope will attract more women to shipping, setting up a “maternity returners” working group, reviewing the language of our job adverts and enhancing our reporting and monitoring capabilities.
- Furthermore we will be reviewing the need for “unconscious bias” training, as well as examining any significant pay gaps within our job grading system.

### **(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.

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