

## UK Gender Pay Gap Report 2021

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 delayed last year due to the pandemic, and so the information that follows relates to a snapshot date of 1st April 2021.

### (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	£28.82	£22.08	23.39%
Median	£24.51	£20.64	15.79%

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 UK regional offices), there is a 23.39% gap between what females are paid compared to men, which represents an improvement of 1.2% year on year. Using the median the difference shrinks to 15.79%, representing an improvement of 1.28% year on year.

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Bonus Pay for 12 Months			
	Male	Female	Difference
Mean	£7,468.27	£5,507.75	26.25%
Median	£6,495.00	£5,346.67	17.68%

Employees who received bonus pay			
Gender	Total number of employees	Number who received bonus pay	Proportion of Total
Male	157	153	97.45%
Female	187	177	94.65%
<b>Total</b>	<b>344</b>	<b>330</b>	

The bonus data relates to bonuses paid January 2021, April 2021 and May 2021. The bonus difference is in line with the gap in salary, and the reason why the proportion of people paid a bonus is not 100% is due to non eligibility due to length of service or disciplinary matters.

Employees by quartile pay bands			
Quartile	Number of males	Number of females	Total number of employees
Upper	58	28	86
Upper Middle	45	41	86
Lower Middle	30	56	86
Lower	24	62	86
<b>Total</b>	<b>157</b>	<b>187</b>	<b>344</b>

Proportion of males in quartile (%)	Proportion of females in quartile (%)
67%	33%
52%	48%
35%	65%
28%	72%

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 1.2% reduction in the mean pay gap between 2020-2021 and 2021-2022.
- In our last report we stated that we were undertaking a number of further initiatives designed to ensure we continue to attract, retain and promote women within our organisation. These included 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. We also stated that we would be reviewing the need for “unconscious bias” training, as well as examining any significant pay gaps within our job grading system.
- In relation to recruitment, in the current reporting period 60% of new recruits across all our offices have been female.
- A Diversity & Inclusion Working Group has been set up across EUA, and whilst not exclusively focussed on gender pay, this will be included as part of the process of identifying any areas for concern and looking at strategies that will help us to improve.
- A “maternity returners” group was set up and a focus survey was conducted. The results of this have been collated and are currently being discussed, including reviewing a mentoring / coaching scheme that supports women returners, a reintegration period, family toolkit, and managers’ workshops to help educate on responsibilities.
- In addition we are preparing for the launch of our Applicant Tracking System, expected in Q2 of 2022. As part of the testing process the wording of our job adverts has been reviewed, and once the new system is online we will also have dramatically enhanced our reporting capabilities which will enable us to more closely monitor and report on the recruitment process in real time.
- Finally, we have contacted a number of potential suppliers with a view to delivering training/workshops to our managers to mitigate unconscious bias.

### ***(3) Conclusion***

ONE is committed to addressing gender equality issues in the workforce and to identifying 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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**(4) Confirmation**

I confirm that the data contained in this report is, to the best of my ability, accurate.

A handwritten signature in black ink that reads "S J Phillips". The signature is written in a cursive style with a large initial 'S' and 'J'.

Sally Phillips  
General Manager Human Resources EUA