

## UK Gender Pay Gap Report 2022-2023

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. The snapshot date for this report is 5 April 2022.

### (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	Gender Pay Gap (Male vs Female)
Mean	£32.64	£25.66	21.38%
Median	£28.13	£24.54	12.76%

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 21.38% gap between what females are paid compared to men, which represents an improvement of 2.01% year on year. Using the median the difference shrinks to 12.76%, representing an improvement of 3.03% year on year.

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Hourly Rate by quartile pay bands					
Quartile	Number of males	Number of females	Total number of employees	Proportion of males in quartile (%)	Proportion of females in quartile (%)
Upper	57	25	82	69.51%	30.49%
Upper Middle	39	44	83	46.99%	53.01%
Lower Middle	31	51	82	37.80%	62.20%
Lower	27	56	83	32.53%	67.47%
<b>Total</b>	<b>154</b>	<b>176</b>	<b>330</b>		

The table above shows that ONE has more males in senior higher paying positions within the company.

### Bonus Information

Bonus Pay Gap			
	Male	Female	Gender Pay Gap (Male vs Female)
Mean	£9,354.66	£6,689.63	28.49%
Median	£8,107.00	£6,375.00	21.36%

  

Employees who received bonus pay			
Gender	Total number of Relevant employees	Number who received bonus pay	Proportion of Total
Male	156	151	97.00%
Female	185	178	96.00%
<b>Total</b>	<b>341</b>	<b>329</b>	

The bonus data relates to bonuses paid April 21, May 21 and January 22. The bonus difference between male and female is exacerbated due to the larger proportion of males in senior positions and the fact that the Company made a larger bonus payment in the snapshot year. Whilst employees on any form of parental leave (including maternity) are included in the bonus schemes, the reason why the proportion of people paid a bonus is not 100% is largely because of non eligibility due to length of service.

### (2) Additional Commentary

We continue with our journey and we are making progress within the UK.

## (i) Diversity and Inclusion.

Our aim is to achieve greater diversity and inclusion within the ONE workforce. The data that is available to us has shown over the past 12 months the number of women in leadership and management positions has increased and there has been a positive increase in the number of women receiving promotions. However, we recognise further improvement needs to take place in senior leader roles.

We have introduced a number of strategies including when recruiting, not disclosing current salary details so applicants feel they can negotiate on a fair basis, and we are scheduling mandatory training on unconscious bias to raise awareness and understanding on this matter.

We are also participating in global company initiatives to promote awareness of women's value in the workplace - including a "Break the Bias" campaign, which was launched to showcase women in our organisation, as in the past sectors of the shipping industry have been male dominated.

## (ii) Flexible Working

We have embraced hybrid working which has helped ONE attract and retain a gender diverse workforce. In addition the business proudly supports a flexible working culture including compressed hours and flexible working hours plus working from home.

## (iii) Maternity Returners

From the data collated, it is clear that the majority of females who return to work following maternity leave received a positive experience when transitioning back into the workplace and thereafter. To strengthen this process even further, we will be implementing a number of actions over the coming months including, a review of Family Friendly policies such as maternity and paternity leave and how we can promote equal responsibility with regards to childcare commitments.

## (iv) Careers Website

Our new career's website and applicant tracking system (ATS) was launched in 2022 making it easier for candidates to apply for our vacancies and appeal to a broader spectrum, increasing the diversity of applicants. The data which the ATS collects ensures

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that reporting can be accurate on the number of female applicants and the number of female hires, meaning that any significant differences can be analysed and corrected. ONE is committed to using positive and inclusive language for job adverts encouraging applications from all genders. Over FY22-23, 61% of our new hires have been female.

### **(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.

<https://eua.one-line.com/standard-page/uk-gender-pay-gap-report>

[https://eua.one-line.com/sites/g/files/lnzjqr1581/files/2023-04/Gender%20Pay%20Report%202022-2023\\_1.pdf](https://eua.one-line.com/sites/g/files/lnzjqr1581/files/2023-04/Gender%20Pay%20Report%202022-2023_1.pdf)

### **(4) Confirmation**

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



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