



## ONECOM LIMITED GENDER PAY GAP REPORT

Onecom wants to foster a culture where everyone, regardless of gender, can thrive. Since the last report we have delivered a range of new initiatives to invest in our people, including more flexible working, enhanced maternity and paternity leave and new training courses. Like many tech companies, our challenge is hiring women into more senior roles or sales roles, where the opportunity to earn larger sums is greater. On the former, we can report some success - the proportion of female line managers has increased from 29% in 2017 to 32% in 2018.

Attracting female talent into higher paid roles is challenging because we have found that there are fewer females in the relevant external talent pool. However, those that we have employed we find really excel. Therefore, we need a greater focus on developing our female talent internally. This is also why we actively engage in programmes like TechSheCan, and make our female role models available to talk in schools, to help drive change at a societal level. We have also reviewed and improved our job descriptions and hiring process to make these roles more attractive to women.

Until we can increase the number of women in higher paid roles, we will not be able to shift the needle on the gender pay gap. Women are paid equally to men in like for like roles but when looking across the whole business, we see a clear, albeit decreasing, gap.

### GENDER PAY & BONUS GAP

Difference between male and female	Gender Pay Gap		Gender Bonus Gap	
	Median Middle	Mean Average	Median Middle	Mean Average
2018 report	29.59%	35.70%	61.30%	60.77%
Recalculated 2017 report	26.94%	36.72%	72.88%	63.40%

The Onecom gender pay gap report for 2017 was calculated by an external party, and in doing our own calculations for the 2018 gender pay gap report, we identified that the statistics reported for 2017 were incorrect. We have since rectified and updated the figures reported for 2017.

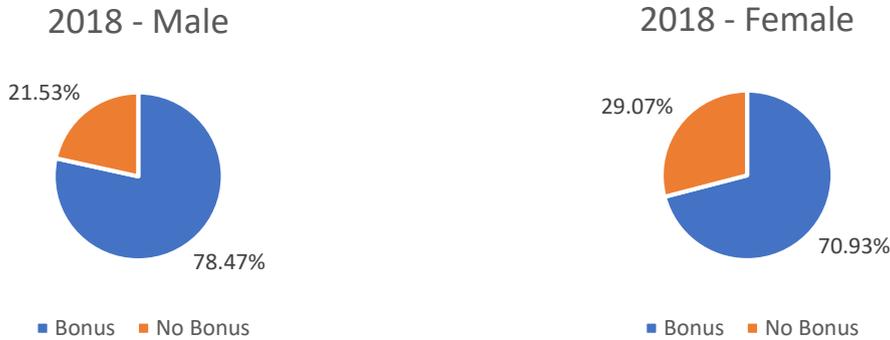
Whilst the median gender pay gap has increased by 2.65% from 2017 to 2018, the mean gender pay gap has reduced by 1.02%. We are pleased to see that the mean and median gender bonus gap has also reduced over the two years, one small step in our journey towards decreasing the gender pay gap.

The largest factor driving Onecom's gender pay gap is that a large proportion of men are employed in roles that have the opportunity to earn bonuses or uncapped commission. These roles subsequently fall into the upper bonus quartile. The fact that there are a greater proportion of men in the upper pay quartile has a significant impact on our gender pay gap. By removing the commission element of pay when calculating our gender pay gap (illustrated below), both the median and mean values fall since the previous year.

Difference between male and female (when commission/bonus removed)	Median Middle	Mean Average
Gender Pay Gap – 2018 report	8.35%	18.42%
Gender Pay Gap – 2017 report	14.63%	18.84%

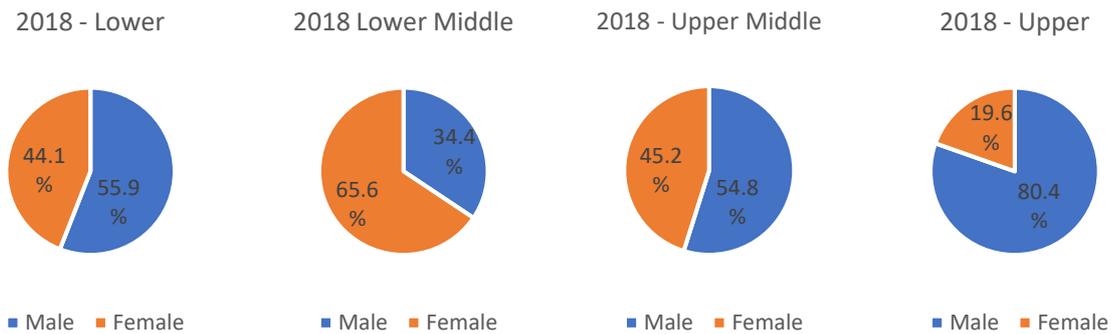
We are conscious that in order to reduce our pay gap we need to increase the representation of females in our sales roles, where their earning potential could increase. One of our actions in the past year has been to deliver training on recruitment best practice and awareness of conscious and unconscious gender bias, to all of our hiring managers within the business. We will continue to monitor the impact of these changes in the coming year.

## PROPORTION OF EMPLOYEES RECEIVING A BONUS



Our proportion of employees receiving a bonus has reduced slightly for both male and female employees since 2017's report.

## DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY HOURLY PAY QUARTILES



The distribution of male and female employees by hourly pay quartiles remains much the same in the upper quartile (78.9% in 2017), which is an area for the company to tackle in future, with an aim for more female representation in the quartile. It is worth noting that there was overall a higher proportion of male employees (56.3%) than female employees (43.7%). All of our staff are encouraged to attend training, which includes workshops on Conflict Resolution, Sales Techniques and Resilience, all of which should help staff to develop into higher paid roles.

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ben Dowd  
CEO