

Gender Pay Gap Report

2023

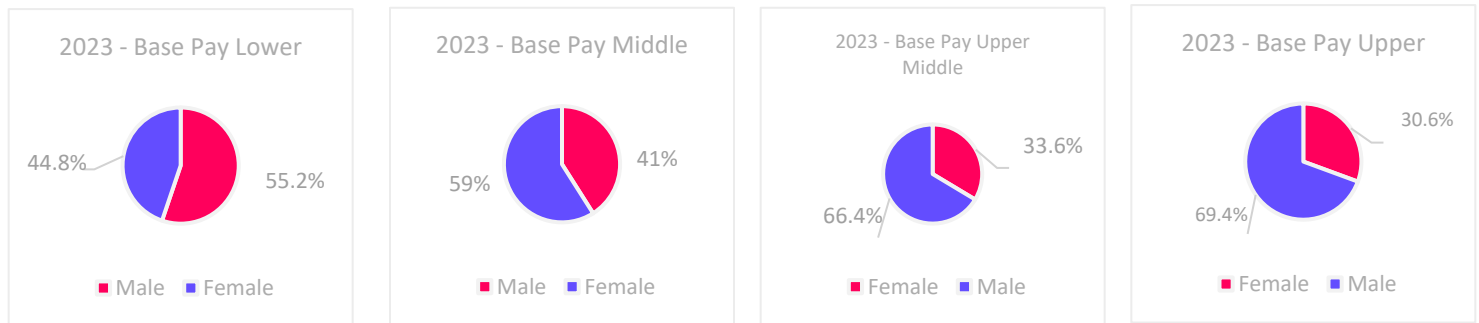
Onecom is committed to fostering an inclusive, diverse culture where our people have equity of opportunity to thrive, with our full support. Over the past 5 years, we have grown significantly and continue to grow both organically and through acquisitions. Our acquisition due diligence process does have a focus on diversity, inclusion and culture but by their nature acquisitions can still present a challenge to our diversity measures, including our gender pay gap where we do not have direct influence over our incoming workforce.

During the reporting period, we have introduced a number of new initiatives and benefits with the aim of supporting our people's wellbeing, mental health & work life balance, regardless of gender. We have introduced a death in service benefit, providing 4 times annual salary in the event of death during employment. We have also developed our financial wellbeing offering in recognition of the increasing cost of living and have introduced the flexibility to buy and sell holiday, allowing our people to take extra time away from the workplace or trade in their holiday for extra income, whatever is most important to them. Additionally, we launched free breakfast in all our offices, amended our pension scheme to salary sacrifice to allow a small tax benefit and introduced a savings club scheme.

We are pleased to report that this year our median gender pay gap was calculated as 24.63% (a decrease from our 2022 figure of 27.24%). However, our mean pay gap has increased from 28.85% to 31.62%. During the reporting period, we experienced a baby boom with a 47.4% increase in babies born from our 20/21 figure. Seven of our employees who would ordinarily fall within the upper quartiles took Maternity leave during April 2022 – April 2023. We were very pleased to be able to welcome back 82% of those taking Maternity leave during this time.

We have taken a number of actions with a view to supporting women to develop in their roles at Onecom, including conducting training for all our managers on recruitment with the introduction of an interview matrix to support unbiased and diverse hiring practises. Our mentoring scheme saw 2 intakes of applicants during the reporting period to help our people to develop and achieve their career goals. Finally, the #IAMRemarkable workshop, a session that focussed on empowering everyone including underrepresented groups, to celebrate their achievements in the workplace and beyond. We were pleased that this opportunity was taken up by 84 employees across Onecom (to date) and that 64.3% of attendees were female. Finally, we have refreshed our performance dialogues – our annual 2-way performance conversations, with an increased focus on development and setting career objectives. The introduction of these initiatives aims to support the progression of all our people, with a view to increasing the representation of women in our senior and high-earning roles.

DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BASED ON HOURLY PAY QUARTILES OF BASIC PAY

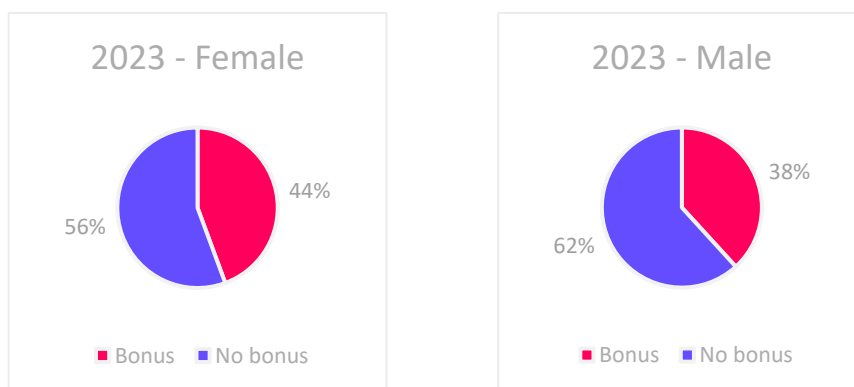


GENDER PAY & BONUS GAP

Difference between male and female	Gender Pay Gap		Gender Bonus Gap	
	Median Middle	Mean Average	Median Middle	Mean Average
2023 report	24.63%	31.62%	81.21%	69.43%
2022 report	27.24%	28.85%	69.85%	62.98%

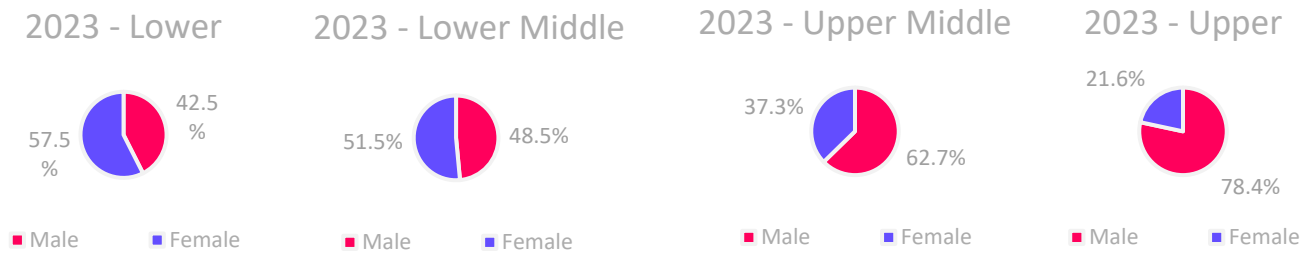
We recognise that in order to reduce our pay gap, we need to increase the representation of females in senior positions and sales roles where there is the opportunity to earn commission. We are pleased to report that we have increased the proportion of women in sales roles within Onecom by 5.17% and maintained the percentage of female managers across the business since 2022. However, throughout 2023 10.6% of the females in the upper quartiles left the business and a further 12.9% of female in the upper quartiles took Maternity Leave during the period.

PROPORTION OF EMPLOYEES RECEIVING A BONUS



Of the 324 of our people (57.8%) who received a bonus in 2023, 41% were female. This is a slight reduction on the 2022 report; however, this is largely attributed to some of our high commission and bonus earning females being on Maternity Leave or leaving the business to pursue other opportunities.

DISTRIBUTION OF MALE AND FEMALE EMPLOYEES BY HOURLY PAY QUARTILES



We are pleased to see an increase in the number of female employees within our three highest pay quartiles compared to 2022. We attribute this to a number of female employees being promoted into leadership roles in 2023. Of those who achieved promotions in 2023, 57.1% were female. The proportion of female employees in our lowest pay quartile has also reduced. Providing a more equal gender spread amongst the lowest 2 quartiles.

In summary, our median gender pay gap has reduced significantly with a more even distribution of males and female in our lowest pay quartiles and an increased number of females in our upper pay quartiles. We recognise that there's more to be done in order to reduce our pay gap and bring the mean gap down also. We are committed to continuing to reduce the pay gap through our recruitment, training and development opportunities. Following the introduction of interview frameworks to foster an objective selection process, we hope to see increased diversity in our workforce. Additionally, with the introduction of learner pathways for all new starters, we aim to give all our people the best start to their career at Onecom. With our increased focus on equity, diversity & inclusion, including monthly inclusivity drop ins, we will ensure that Onecom is a place diverse talent can thrive. Finally, we are reviewing and updating our Maternity process with the aim of further improving our rate of return from Maternity Leave.

Martin Flick
CEO



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