

onecom

Gender Pay Gap Narrative 2021



The COVID-19 crisis affected many of us at Onecom, not least our female parents who bore the brunt of schools and childcare facilities being closed. It is evident that throughout 2020 and 2021 the duty to care for children fell disproportionality upon women and with the pressure to continue earning, females found themselves juggling paid work alongside childcare. At Onecom, a higher percentage of females were placed on furlough leave and experienced reduced pay in order to support increased responsibilities at home, and this has artificially impacted our gender pay gap data.

2021 did, however, reinforce the importance of investing in our people in order to deliver results and supporting flexible working has been a key part of this. Ensuring our people knew that family comes first and that they would be supported to achieve a balance of work and care commitments amidst the pandemic was crucial. During the first lockdown we introduced an Agile Working policy to continue providing the flexibility our people told us they wanted, reaping the benefits of remote working. Physical and mental wellbeing has remained a key focus and we have hosted additional training on mental health topics. We championed participation in company-wide Fitbit challenges, encouraging our people to stay active as one way to improve wellbeing. We've seen fantastic uptake of our inclusive training courses, with 526 attendees across 22 sessions hosted and 420 downloads of the recordings.

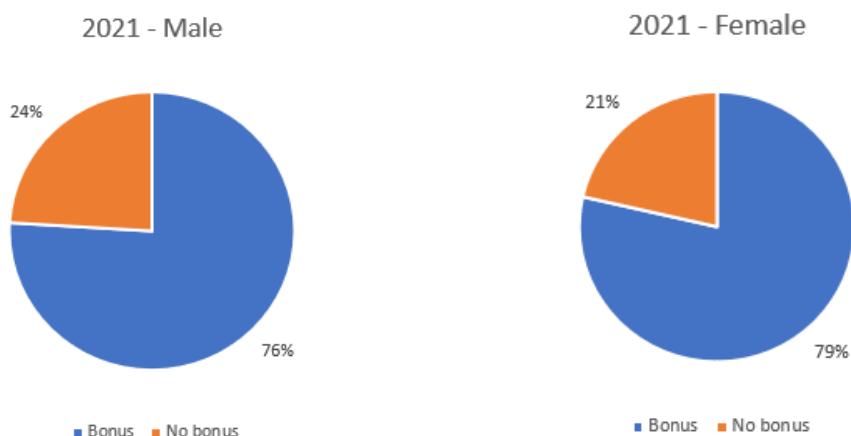
One of our biggest challenges remains hiring women into senior roles and sales roles, where the opportunity to earn higher salaries is greater. We are pleased to report the proportion of females employed in the upper quartile remains at 26.7% and since 2021 we have significantly increased the representation of females at senior leadership level, broadening the skills, experience and perspective of the team.

Gender Pay and Bonus Gap

Difference between male and female	Gender Pay Gap		Gender Bonus Gap	
	Median Middle	Mean Average	Median Middle	Mean Average
2021 report	26.24%	35.72%	73.96%	64.36%
2020 report	20.43%	32.19%	59.93%	60.81%

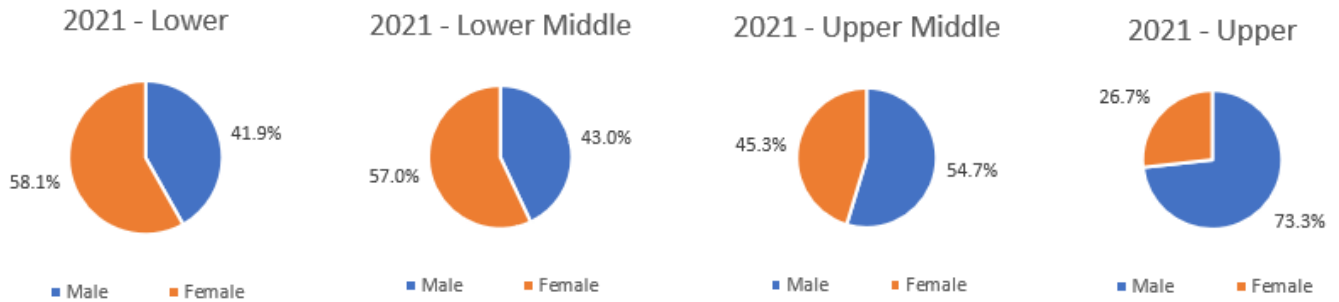
Since 2020, we have seen an increase in both our mean and median pay gap. One of our areas of focus has been to increase the number of females in our sales roles, where they can benefit from greater earning potential. We are pleased, after a difficult year, to have maintained the proportion of females within sales at 31% since 2020.

Proportion of Employees Receiving a Bonus



We are pleased to report that overall, our proportion of employees receiving a bonus has increased – with an additional 4% of males and 13% of females earning a bonus compared to 2020. We attribute this to the increase in employees working in non-sales roles earning a bonus. In 2020 employees working in non-sales roles who also earned a bonus accounted for 37.5%, which is a 5.3% increase compared to 2020.

Distribution of Male and Female Employees by Hourly Pay Quartiles



The distribution of male and female employees by hourly pay remains much the same in the upper quartile, however we have seen an increase of 11.4% for females in the lower quartiles compared to 2020. It is worth noting that there was overall a higher proportion of male employees (52.1%) than female employees (47.9%) employed across the company in 2021. However, the total proportion of females has improved since 2020 where females accounted for 45% of our workforce. We attribute the increase in females in our lower quartiles to the impact of Covid-19 and the challenge of working whilst providing childcare during lockdown in the UK. This is evidenced by the average commission earned by females in 2021 decreasing compared to 2020. In addition to this, between April 2020 – January 2021, 28.3% of females working in sales roles were placed on furlough, in comparison to 6.5% of males in sales.

The primary reason for our pay gap remains that too few women hold senior roles (26.7%), which fall into the upper pay quartile. We have, however, managed to maintain the percentage of females in this quartile since 2020. To support career development, our people have the opportunity to attend training, including Future Leaders which provides an introduction to leadership skills and how to make the transition from team player to future leader. In addition, our 'Leadership Advancement Programme' (LAP), is designed to upskill every one of our people managers.

Martin Flick
CEO