

# Gender pay gap 2020 report

We want all our staff to have access to the best training, development and equal opportunities so they can thrive in their work, now and in their futures.

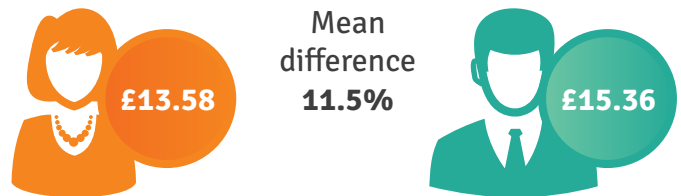
And we recognise the importance of a healthy balance between work and home life so offer a range of flexible working options.

At the moment our mean gender pay gap is **11.5%** (down from **11.6%** last year), which continues to be a lot lower than the national average of **15.5%**. However, we continue to champion new initiatives to reduce our pay gap even further, including:

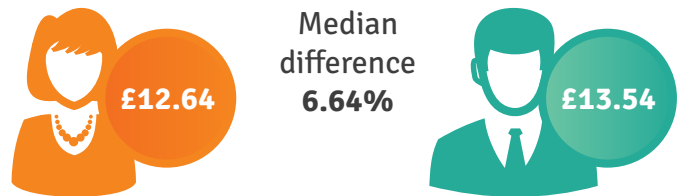
- Encouraging agile working to allow female employees much better flexibility to achieve a work/life balance, including those in more senior roles
- Making all our job adverts gender neutral and using female operative images
- Gender balance on interview panels
- Targeted recruitment for specific roles that are under represented by females
- Working with schools and colleges to encourage females in roles mainly dominated by men
- We will also be undertaking a review of pay and benefits in 2021 to ensure that roles are paid fairly

Our mean gender pay gap is better than the national average of **15.5%**.

At Ongo we are committed to the fair treatment and reward of all employees irrespective of gender.



**Mean** is the average hourly rate of pay.



**Median** is the middle hourly rate of pay.

## About our workforce

As of April 2020, the Leadership team consisted of **9 males** and **4 females**.



We currently have around **160 male**, and **206 female** employees.



### Achievement

Across the group we have closed the gender pay gap in trade roles, particularly in our Heating and Plumbing business, which has a higher mean pay for females.

## Bonus payments

Bonus payments include any rewards related to profit sharing, productivity, performance, or commission based.

Those in receipt of a bonus payment.

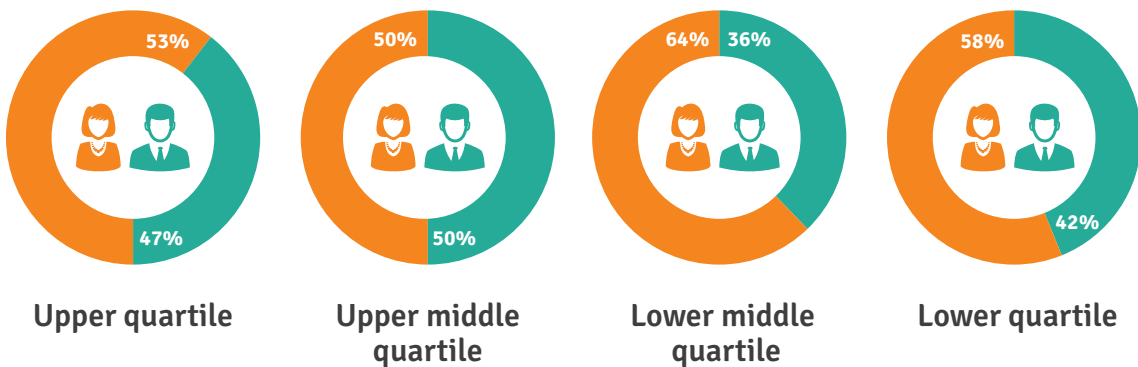


Mean difference  
**14.5%**  
Median difference  
**0%**



## Breakdown of workforce pay

We rank employee hourly pay rates, from the highest to lowest and divide into four equal parts to give us quartiles, called upper, upper middle, lower middle and lower.



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