



# GENDER PAY GAP REPORT

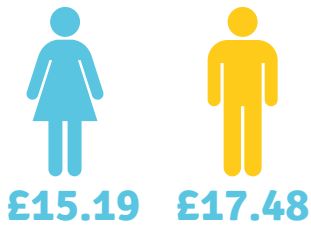
# 2023

Our mean pay gap is 13.10% which is lower than the national of 14.3%

Our median pay gap is 11.99%

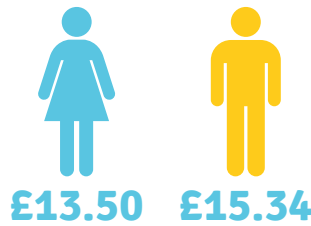
## MEAN HOURLY RATE

Mean is the average hourly rate of pay



## MEDIAN HOURLY RATE

Median is the midpoint of the hourly rate of pay



## BONUS PAYMENTS

Overall % of males and females receiving a bonus



## MEAN BONUS



DIFFERENCE  
**78%**

## MEDIAN BONUS

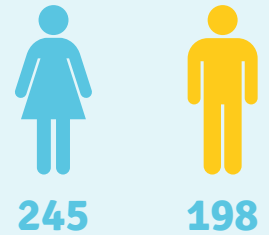


DIFFERENCE  
**67%**

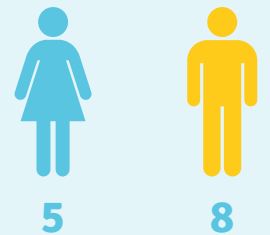
Ongo doesn't operate a bonus scheme so these figures are based on a small number of roles where there is a separate bonus arrangement in place.

AS OF APRIL 2023 OUR WORKFORCE WAS MADE UP OF:

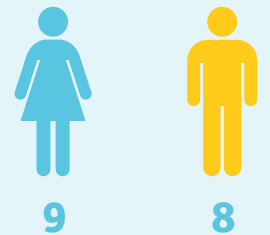
## ALL COLLEAGUES



## LEADERSHIP

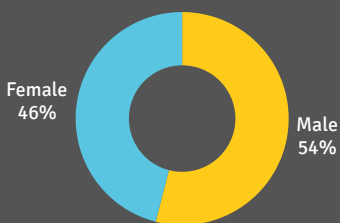


## BOARD

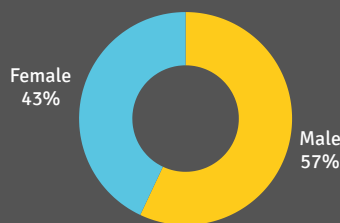


# BREAKDOWN OF WORKFORCE PAY

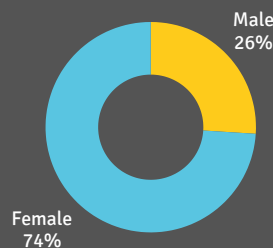
When we rank the hourly rate of pay for employees from highest to lowest and divide into four equal parts it gives us quartiles. This shows the percentage of female and males in each of these quartiles.



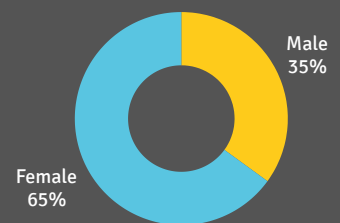
UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE

## Key highlights on what we've done since our last report:

We've conducted a salary benchmarking exercise of all roles to ensure that we are paying everyone at a fair and competitive level. This is in addition to the annual cost of living pay award.

We brought the minimum rate of pay up to £10.60 per hour which was above the national living wage of £10.42 per hour.

We continue to embrace an agile working culture which provides the flexibility required to enable females in particular to achieve a better work/life balance.

We continue to ensure fair and transparent policy and processes are in place that enable all genders to reach their potential career goals. An example being that there is a gender balance on our interview panels.

We've continued to invest in providing training and development opportunities for females in our Development Team who have progressed internally.

We first achieved Leaders in Diversity Accreditation (from the National Centre for Diversity) in March 2016 and have continued to achieve it for the 8 years since then.

## What's next:

We acknowledge that reducing the gender pay gap is not a quick fix and we will continue to demonstrate our commitment to reducing our pay gap further by:

- Supporting more work placements and volunteering opportunities for females in trade roles which are roles predominately occupied by males.
- Our Equality and Diversity steering group will continue to champion initiatives that support not only gender pay, but ethnicity and disability pay too.
- We are reviewing our equality and diversity training to ensure this is effective, current and addresses unconscious bias.
- We will continue to report our gender pay gap when regulatory exemptions are introduced that will mean businesses with fewer than 500 employees will no longer have to mandatory report.



**Steve Hepworth**  
CEO  
Ongo Homes Ltd