

Gender Pay Gap Report

2024

Our pay gap is 10.75% compared to a national pay gap of 13.10%

MEAN HOURLY RATE

Mean is the average hourly rate of pay



DIFFERENCE
10.75%

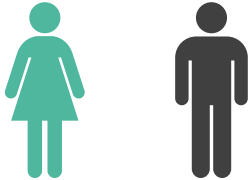
MEDIAN HOURLY RATE

Median is the average hourly rate of pay



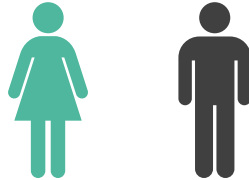
DIFFERENCE
13.84%

MEAN BONUS



Mean difference | 61%

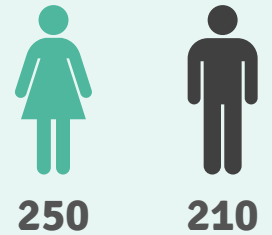
MEDIAN BONUS



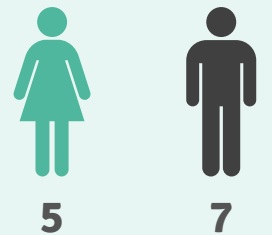
Median difference | 45%

AS OF 5 APRIL 2024 OUR WORKFORCE WAS MADE UP OF:

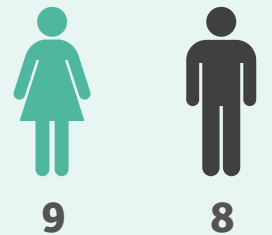
ALL COLLEAGUES



LEADERSHIP



BOARD

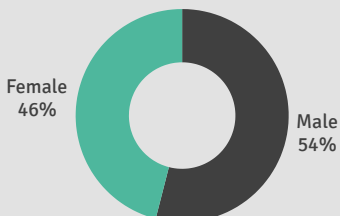


Overall % of females and males receiving a bonus: Female - 0.23% Male - 5%

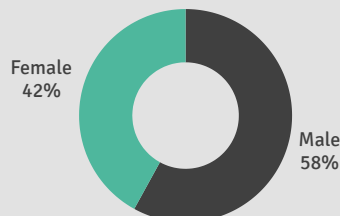
Ongo doesn't operate a bonus scheme so these figures are based on a small number of roles where there is a separate bonus arrangement in place.

BREAKDOWN OF WORKFORCE PAY

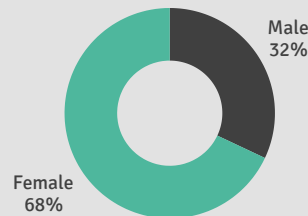
When we rank the hourly rate of pay for employees from highest to lowest and divide into four equal parts it gives us quartiles. This shows the percentage of female and males in each of these quartiles.



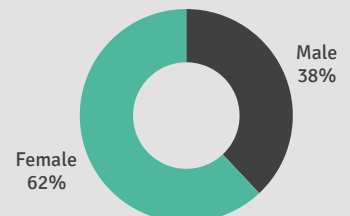
UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE

Our ongoing commitment to closing the gender pay gap

At Ongo we are dedicated to creating an inclusive and equitable workplace where our colleagues are valued and rewarded fairly. Promoting an inclusion culture where we celebrate our differences is important to us. Our EDI steering committee focus on key topics to understand challenges and remove barriers, not just around gender but ethnicity and disabilities as well.

We recognise that closing the gender pay gap is a long-term strategy and we are pleased to see that we have narrowed the gap compared to last year. Our average pay gap, sometimes referred to as the mean, has reduced from 13.10% to 10.75%. The national pay gap is 13.1% across all sectors and this has been decreasing since mandatory reporting was introduced in 2017 when it stood at 18.4%.

We continue to work hard to create a working environment where everyone thrives and ensure our policies and working practices allow all colleagues to reach their full potential. We have created internal support groups to support women's health and particular focus on the menopause as we acknowledge the unique challenges women face at this time during their lives.

Our approach to working in an agile way allows colleagues improved flexibility to achieve a better work/life balance. This is particularly helpful for female colleagues who are more likely to work reduced hours to accommodate childcare and/or caring responsibilities. These part time roles tend to be within our lower quartile range.

We've undertaken a salary benchmarking exercise in 2024 to ensure pay represents a fair market rate. This resulted in some significant uplifts and in addition an annual cost of living was applied as well. We continue to review our overall rewards and remuneration policy to ensure it is attractive. We've recently introduced a new initiative that allows colleagues to access discounts from hundreds of retailers.

We are proud of the progress we have made so far but recognise that there's still work to be done. By continuing to focus on gender equality and fostering an inclusive workplace we are confident that we can further reduce the gender pay gap and build a future where everyone has the opportunity to thrive and succeed.

Steve Hepworth, Chief Exec



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