

Gender Pay Gap Report

2025

Our mean pay gap is 9.45% compared to the national pay gap of 13.1%.

Mean hourly rate

Mean is the average hourly rate of pay



£18.10



£19.99

Mean difference | 9.45%

Median hourly rate

Median is the midpoint of the hourly rate of pay



£15.77



£17.89

Median difference | 11.85%

As of 5 April 2025 our workforce was made up of 464 colleagues split between:

Colleagues



246



218

Leadership



6



9

Board



9



8

Mean bonus



£1359



£4125

Difference

67%

Median bonus



£1000



£1600

Difference

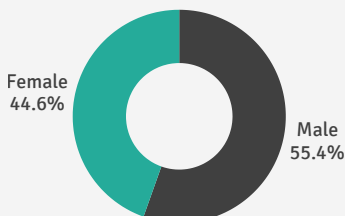
37.5%

Overall % of females and males receiving a bonus: Female - 5.36%, Male - 4.74%

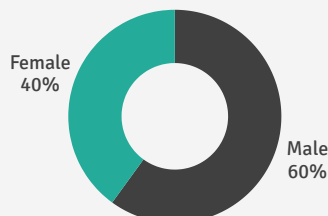
Ongo doesn't operate a bonus scheme so these figures are based on a small number of roles where there is a separate bonus arrangement in place.

Breakdown of workforce pay

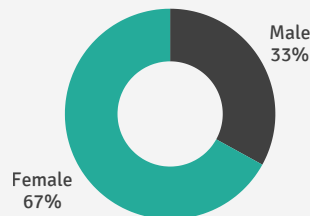
When we rank the hourly rate of pay for employees from highest to lowest and divide into four equal parts it gives us quartiles. This shows the percentage of female and males in each of these quartiles.



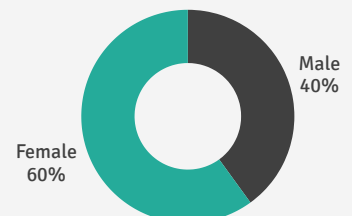
Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile

Our ongoing commitment to closing the gender pay gap

I am pleased to present our Gender Pay Gap Report for 2025, which reflects our continued commitment to fairness, transparency and equality across our organisation.

Nationally, the Office for National Statistics reports that the mean gender pay gap for all employees in 2025 was 13.1%, reflecting a gradual long-term reduction across the UK workforce. Against this benchmark, our median gender pay gap is lower than the national average for all workers at 9.45%.

We are encouraged by the overall representation of women within our organisation, including at Board level. We also see strong female representation within the lower and lower-middle pay quartiles, which provides a positive foundation for future progression into more senior and higher-paid roles.

Since gender pay gap reporting was introduced, we have made progress in better understanding the drivers of our gender pay gap and in embedding practices that support greater equity and opportunity.

To support further progress, we are continuing to focus on several key areas, including:

- Conducting salary benchmarking every two years to ensure our pay structures remain fair, competitive and equitable.
- Supporting initiatives such as International Women's Day and Women in Leadership programmes to promote visibility, confidence and aspiration.
- Investing in coaching, development and career progression opportunities to help colleagues grow, progress and fulfil their potential.
- Strengthening our menopause support package, ensuring colleagues have access to high-quality wellbeing resources.
- Maintaining an agile and flexible approach to working, supporting both male and female employees to balance work and life responsibilities.
- Encouraging the recruitment of women into trade-based apprenticeships, widening access to roles traditionally underrepresented by women.
- Empowering our Equality and Diversity Steering Group to champion initiatives that support gender, ethnicity and disability pay equality.
- Providing Equality and Diversity training and refresher training for all employees to maintain an inclusive and respectful culture.

Together, these actions demonstrate our commitment to creating a workplace where everyone can thrive. By ensuring our policies, practices and culture support fairness and inclusion, we remain dedicated to reducing the gender pay gap further.

Steve Hepworth, Chief Exec



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