

OT GROUP LIMITED

# GENDER PAY GAP REPORT 2023

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OT GROUP

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# INTRODUCTION.

Building a truly inclusive culture, in where we encourage everyone to bring their whole self to work is central to our purpose. Equity, Diversity and Inclusion (ED&I) sits at the heart of our new and developing Sustainability and Society strategy, alongside our wider commitments to support the communities where we operate. We are committed to doing business in a way that allows our customers, the communities we work in and our staff to thrive. Our ED&I strategy aims to drive innovation to ensure that all colleagues can make the most of their talents, and we will continue to set bold and aspirational targets so that we remain accountable for our progress and to continue the journey.

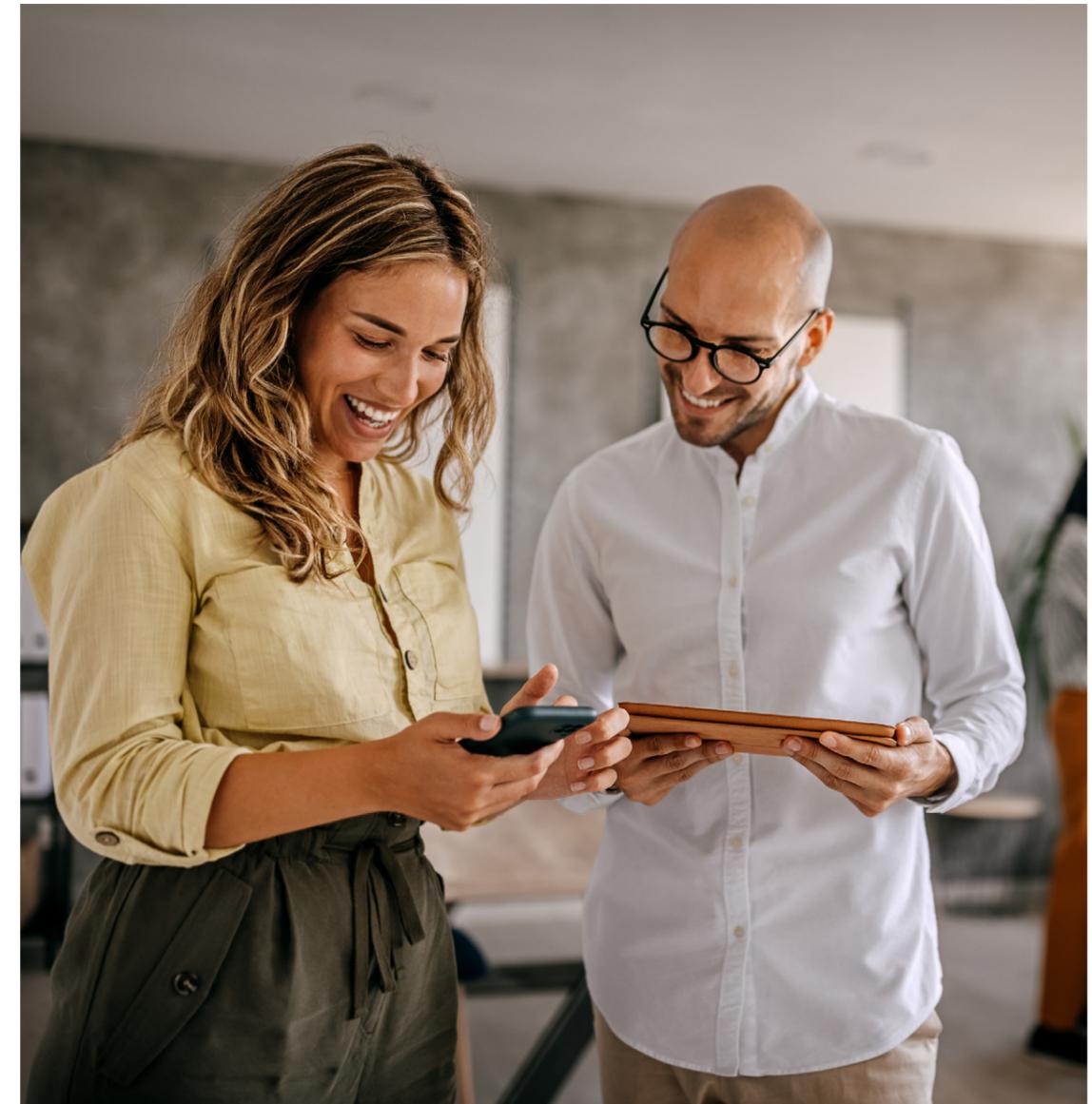
We know there is still work to do, and this will be a key focus over the next few years as we strive to expedite change. Our commitment to equality remains unequivocal. We will retain our relentless focus on driving greater diversity, reducing the gender pay gap and work together to create an inclusive, equitable culture in which every member of staff can truly thrive. We all have a responsibility to embrace and support this aim and must continue to challenge behaviors and attitudes that prevent us from achieving this.

OT Group Limited is publishing this report in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires all companies in the UK with 250 or more employees to report their gender pay gap.

OT Group Limited fully supports the objectives of the Regulations in increasing transparency regarding gender pay across our business and the wider industry.



**Helen Wellock**  
Head of Human Resources



# WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap is the difference between the average hourly earnings for men and women in an organisation, regardless of their roles. All UK employers with more than 250 employees are required to report their Gender Pay Gap. The data is based on calculations set by the government and is significantly influenced by the difference in the number of men and women at various levels within the organisation.

Is Equal Pay different? The Gender Pay Gap is not the same as Equal Pay. Equal Pay is the right for women and men to be paid the same for the same, or equivalent, work or work of equal value. Even when pay is equal, there may still be a Gender Pay Gap.

The 2023 report provides a snapshot of the gender balance within the company as of 4 April 2023 and includes:

## How is the Gender Pay Gap calculated?

- The Mean**  
 The Mean Gender Pay Gap is an average. It is calculated by adding up the relevant payments to all male employees and dividing this by the total number of male employees and doing the same for female employees. The Mean Gender Pay Gap is the difference between the mean figures for men and women.
- The Median**  
 The Median Gender Pay Gap is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the Median Pay Gap figure.



# OUR DATA.

## Gender Pay Gap difference between men and women.

The table shows our mean and median hourly pay and bonus pay gaps. The hourly pay gap is based on the snapshot date of 4 April 2023. The bonus pay gap is based on the 12-month period to 4 April 2023.

	OT GROUP LTD
HOURLY PAY (MEAN)*	16.5%
HOURLY PAY (MEDIAN)*	12.5%
BONUS PAY (MEAN)*	-10.7%
BONUS PAY (MEDIAN)*	-92.3%

## Proportion of employees receiving a bonus by gender.

The table shows show the proportion of male and female employees who have received a bonus payment in the 12-month period to 4 April 2023.



## The percentage of male and female employees by quartile.

The following table shows the gender distribution across the company in equal sized quartiles as at the snapshot date of 4 April 2023.

■ Male ■ Female

Number of relevant employees: Males: 228 Females: 213



## Understanding our data.

Our Mean Gender Pay Gap is 16.5% in 2023 and our Mean Gender Bonus Gap is -10.7% in 2023. The number of women in the upper payment quartile during this period is 29.4%.

The UK Gender Pay Gap for all employees has been reported as 14.3% in 2023, which represents the difference in average hourly earnings between men and women across all types of employment. This figure has decreased from 14.4% in 2022 and 14.9% in 2021.



# OUR PROGRESS TO DATE.

We are developing a longer-term strategy; however, our pay gap has been influenced by rapid growth and having grown largely by acquisition and employees transferring in under Transfer of Undertakings (Protection of Employment) Regulations 2006 ("TUPE"), we have a mix of terms and conditions. There are more men than women in senior roles and whilst we continue to look to improve our gender balance across the business, more men in the most senior roles have contributed to our Gender Pay Gap.

The recruitment pipeline of women joining us through entry programmes will always remain important. This focus is vital for future gender diversity within the business, and it will increase our pay gap in the short term. Attracting talent into OT Group Limited is core to maintaining and growing the business and meeting our strategic business objectives.

We continue to prioritise colleague well-being and engagement, creating an environment where staff are supported, with this in mind we have introduced the Paragon Benefits Platform to all our colleagues, this provides everyone with a comprehensive platform that will make a positive impact on all our colleagues' mental health and wellbeing and includes an EAP (Employee Assistance Programme). It supports mental, physical, financial and social wellbeing to help them to be their best and most productive selves.



# LOOKING AHEAD.

We will continue to progress work on our talent attraction strategy and recruitment processes, and we are reviewing and building progressive policies benefits to ensure they are inclusive.

As we continue to develop and engage our colleagues in our ED&I strategy, as we gather more data from colleagues, we will be able to conduct targeted analysis, so we understand the specific challenges our colleagues face and provide data-informed solutions.

## SUMMARY.

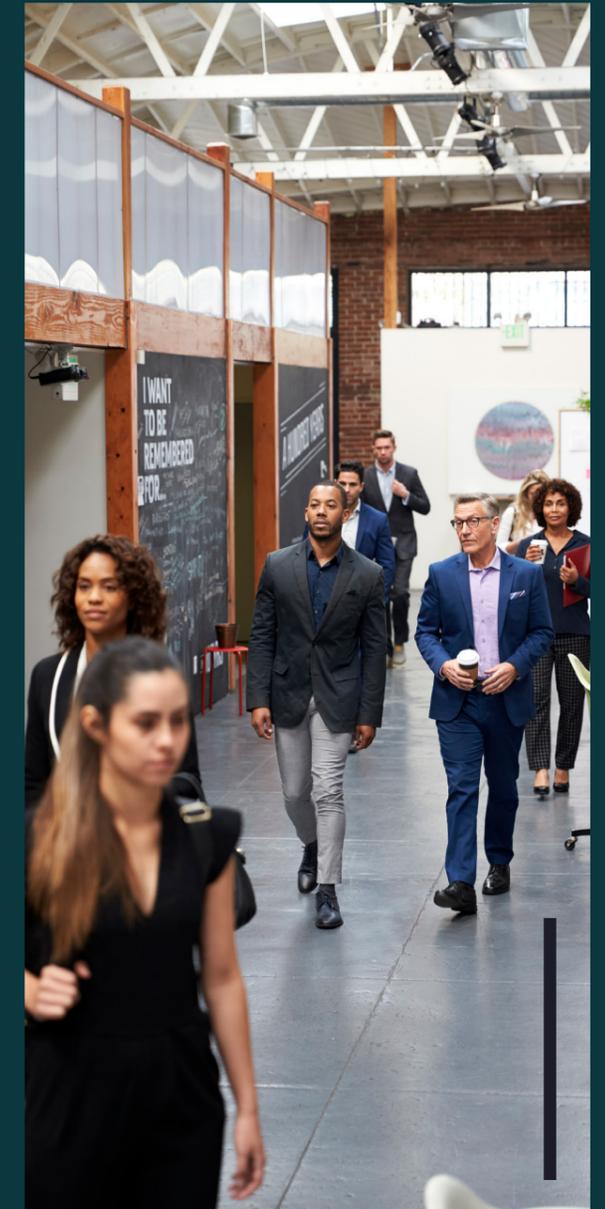
At OT Group Limited we aim to create a positive environment, representative of and responsive to different cultures and groups, where everyone has an equal chance to succeed. We are committed to equality of opportunity and follow practices which are free from unfair and unlawful discrimination. We do this not just because it's the right thing to do, but because we need diverse perspectives to generate the best ideas to help serve our customers in the best way possible.

While we continue to take active steps towards creating meaningful change, we recognise we still have work to do. Our focus in 2024 is firmly on driving equity for our staff, working with the All-Equals Charter, expanding increasing diversity in leadership and championing ED&I Learning and Development.

As we move forward as One Team, with One Vision and One Goal to win together, ED&I will become an increasingly important area to embrace and drive forward.



**Andrew Jones**  
CEO



A woman with blonde hair is standing and presenting to a group of people seated around a table in a meeting room. She is wearing a light-colored, long-sleeved top with a crisscross detail at the neckline. The room has large windows and a modern interior. The text 'OT GROUP' is overlaid on the image, with 'OT' in blue and 'GROUP' in white.

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