

Gender Pay Gap Report 2018

At OneFamily we are committed to fostering and promoting a diverse culture built on the principles of equal opportunity.

'As a Board we recognise that there is more we can do to ensure men and women are equally represented across all levels. We remain committed to taking positive action to act to close the gap', Graham Lindsay, Chair of the Remuneration Committee.

OneFamily is a member owned business which aims to reflect the communities from which we draw our customers and employees. This means working towards both men and women being equally represented across all levels within our organisation. It is important to OneFamily to encourage greater gender equality, particularly in Financial Services, by reducing the gender pay gap over time and creating a more inclusive and fair workplace for everyone.

Our legal obligation

All private and voluntary sector employers with 250 or more employees are required to report the gender pay gap annually. This the difference between the average (mean or median) pay of all men and women in a workforce (expressed as a percentage of men's pay) calculated on the snapshot date of 5 April each year. The results must be publicly reported within 12 months of that date.

Companies must report

- **Mean gender pay gap:** The difference between the average pay (using hourly rates) for men compared to women, divided by the average pay for men
- **Mean gender bonus gap:** The difference between the average bonus of men compared to women divided by the average bonus of men
- **Median gender pay and bonus gap:** The difference between mid-points of pay and bonus for men compared to the mid-points of pay and bonus of women, divided by the mid-points for men
- **Proportion of females and males in each pay quartile:** The proportion of males and females in four quartiles ranging from the lowest hourly rate (lowest 25%) to the highest hourly rate (highest 25%).

Key Data

Our overall mean and median gender pay and bonus gap for 5 April 2018 are:

Mean and median gender pay gap

Mean¹

18.3%

Median

9.1%

Mean and median gender bonus gap

Mean

53.6%

Median

13.6%

Proportion of males and females receiving a bonus

Females 89.6%

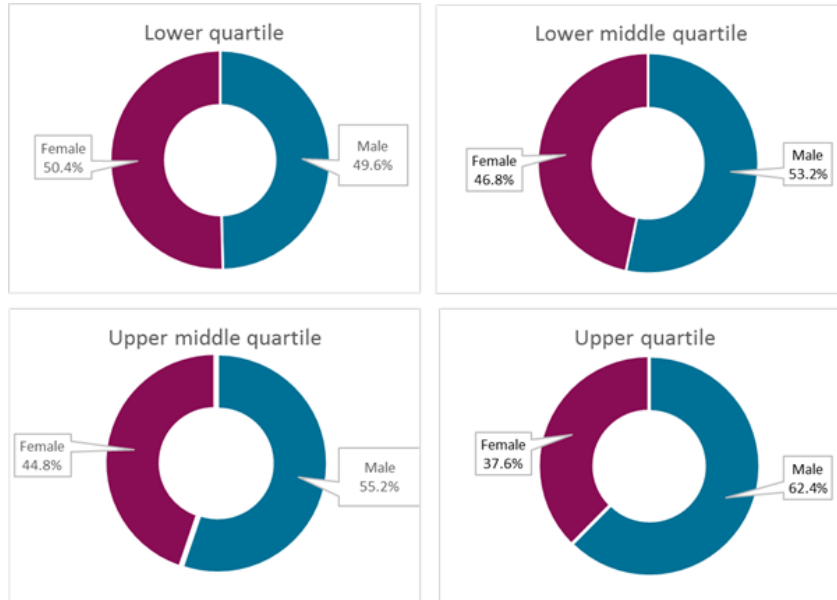
Males 91.1%

	2017 Gender Pay Gap ²
Pay Mean	20.3%
Pay Median	13.4%
Bonus Mean	44.9%
Bonus Median	23.5%

¹ On 5 April 2018 the proportion of male relevant employees (281) was greater than female relevant employees (240)

² On 5 April 2017 there was a greater proportion of male relevant employees (295) compared to female relevant employees (239)

Proportion of males and females by pay quartile



Commentary

Although we have seen an increase in the proportion of female relevant colleagues over the past year we recognise that the current structure of our colleague population still presents us with a number of challenges:

- Overall, we have a larger male colleague population across the organisation;
- We have a higher number of men occupying senior management roles compared to women.

While there are still significant challenges to address we have seen a positive improvement in the female population within the upper middle quartile and upper quartile over the past year. This has reduced the pay mean and median gender pay gap between male and female colleagues.

Whilst we currently have a number of initiatives in place, we acknowledge that we can do more to close the identified gaps and, to that end, we will continue to review our people policies to identify where further enhancements can be made. We have already taken steps on that journey with the introduction of a new Job Family Framework which will be utilised as the foundation to support the development of career pathways across the organisation.

We remain committed to taking positive action and will make particular effort to:

- Identify our female talent at an earlier career stage;
- Develop a more open and transparent approach to career progression to better articulate career pathways for colleagues at all levels;
- Review current return to work initiatives with the aim of improving retention rates of female colleagues;
- Require resourcing partners to provide a balance of both
- male and female candidates for advertised vacancies.



Simon Markey – CEO: I can confirm the data in this report to be accurate