

2024

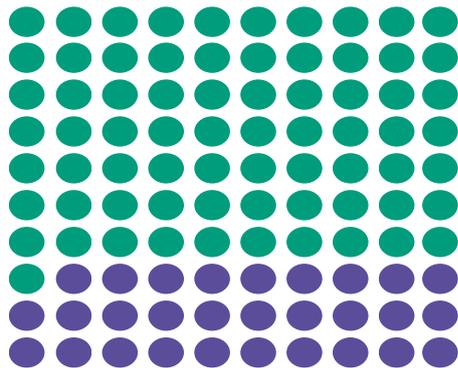
NUMBERS & STATISTICS

Ontic's Gender Split

Male 71% Female 29%

Women made up 29% of Ontic's workforce in FY23/24, with a higher proportion in entry level roles. This is static since 2023.

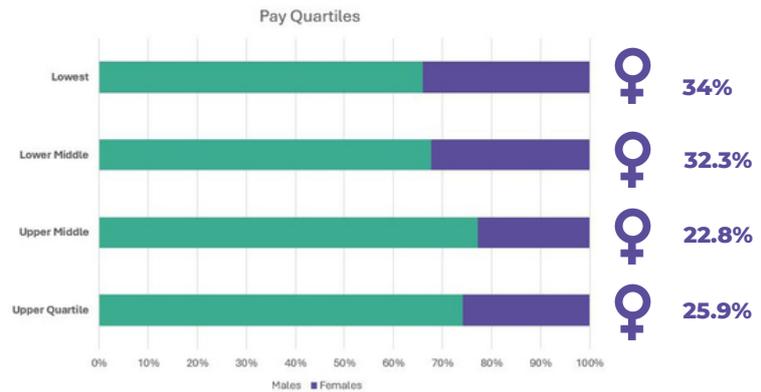
Our workforce is representative of the wider aerospace and manufacturing sectors which are typically male dominated.



Pay Quartiles

Female representation across pay quartiles remains broadly stable, with a continued presence across all levels of the organisation.

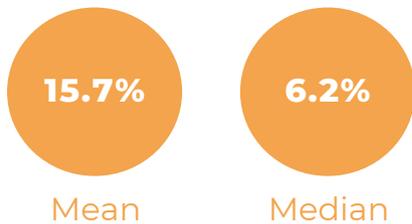
While women are underrepresented in the highest pay quartiles, the overall distribution reflects gradual progress in maintaining balanced representation across the workforce.



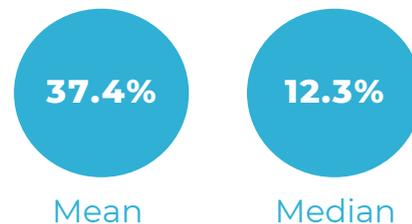
The gender pay gap at Ontic

Ontic's UK gender pay gap, based on hourly rates of pay as at 5 April 2023, saw women earning 6.2% (median) and 15.6% (mean) less than men. The gender pay gap is not the same as an equal pay gap and does not imply that men and women are not paid fairly. It's the difference between average male and female pay across the organization and across all roles.

Hourly Pay Gap



Bonus Pay Gap



Explaining the bonus pay gap

All employees who meet the eligibility criteria participate in an Ontic Bonus Scheme.

The gap in difference between men and women receiving the bonus has narrowed significantly since the previous year.

 **84.3% eligible received bonus**

 **83.6% eligible received bonus**