

A statement from Onebright's Head of People:

Our commitment to promoting diversity, inclusion and equality is at the core of our culture here at Onebright. We are very proud that 59% of our senior leadership team are female and that actively creating an inclusive culture is part of everything we do.

We encourage colleagues to bring their authentic selves to work every day and we actively celebrate our differences. As we continue to grow, we will ensure that equal pay for colleagues is one of our key principles.

I confirm that the data set out below is accurate and meets the requirements of the UK Gender Pay Gap regulations.

Caroline Moore

Caroline Moore, Head of People

12th March 2025

Overview:

The gender pay gap is a measure of the difference between the average earnings of men and women across an organisation. This is a legal requirement in the UK for any private company with 250 or more employees and an important matter of principle that Onebright Limited is committed to and abides by.

As at the 5th April 2024, Onebright Limited had a total of 438 employees with the following gender split:

- 438 employees in total
- 354 Female employees (80% of workforce)
- 84 Male employees (20% of workforce)

Our data demonstrates that Onebright has a relatively small gender pay gap, with our mean (average) pay gap for hourly pay being 0.56% which we are very encouraged to see. We recognise our gender pay gap will be influenced by the fact that we have a high proportion of female employees in our business, this is largely due to excellent flexible working practices which support all colleagues to reach their full career potential.

The median gender pay gap for hourly pay was -26.16% with the negative figure demonstrating that the pay was marginally higher for females than for males.

In terms of bonus, the mean gender pay gap for bonus pay in 2024 was -1.87 and the median gender pay gap for bonus was 18.21. Bonus pay gap was not reportable in 2023 because no male Colleagues received a bonus. In 2024, 6 females and 1 male colleague received a bonus.



Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts, and our workforce profile demonstrates a broadly even split between males and females in all pay quartiles.

	Female	Male
Lower hourly pay quarter	75.00	25.00
Lower middle hourly pay quarter	79.53	20.48
Upper hourly pay quarter	89.16	10.84
Upper middle hourly pay quarter	78.31	21.69

Commentary:

Onebright Limited is committed to promoting diversity, gender equality and family friendly policies. We adopt a hybrid way of working across our teams which allows us to attract and retain diverse talent across the business.

To ensure that we provide focus and further improvements to our gender pay gap Onebright will continue to analyse and develop:

- How we attract and hire candidates
- How we ensure that DE&I is a core part of our colleague strategy
- How we further promote and develop our family friendly policies
- How we support progression and developmental opportunities
- How we retain our talent