



# **Gender Pay Gap Report (2023)**



People represent a key driver of success for us, so we make the happiness of our teams and the welfare of everyone a huge priority.

This is Ooni's first year of reporting our gender pay gap and we are committed to continually improve our pay gap numbers. We have prioritised internal equity and inclusion in our team and culture, focusing on ***inclusion, authenticity and education.***

**Basis of preparation:**

This report is produced for the purposes of our UK statutory reporting requirements, following the prescribed guidance for calculations and inclusion of data.

- **Relevant jurisdictions** UK employees only
- **Gender representation** binary format only. This report does not include non-binary or other identities

# Gender Pay Gap Data – 2023



**15.12%**

Mean Pay Gap



**9.55%**

Median Pay Gap



**-4.48%**

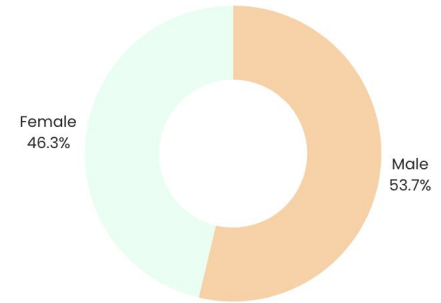
Mean Bonus Gap



**0%**

Median Bonus Pay Gap

## Gender Split



## Bonus Award

- 79.66% of women were awarded bonus
- 75.76% of men were awarded bonus

# Pay Quartiles



This is the proportion of men and women by quartile median pay bands.

Quartiles	Male	Female
Upper Quartile	63.33%	36.67%
Upper Middle Quartile	57.38%	42.62%
Lower Middle Quartile	51.67%	48.33%
Lower Quartile	42.62%	57.38%

# Key Notes



- Our Gender Pay Gap is mostly driven by there being more male employees in senior, higher salaried roles, represented in the Upper and Upper Middle Quartiles.
- Another driver for our Pay Gap is the challenging STEM industry in Scotland, where a high proportion of our senior, higher salaried roles fall within our Product, Tech and Operations team, and is a male dominated environment.
- **Bonus Pay Gap:** All employees receive a £500 “Passion Fund” allowance annually. This payment is prorated based on hours worked and will also not include those employees who have started within the snapshot period and have yet to request their “Passion Fund”. “Passion Fund” allowances are also grossed up by the company, so the employee can use the full £500 (unless prorated due to part-time hours). The amount will vary due to the “grossing up” element of the benefit.

# Reducing Our Pay Gap



We continue to offer flexibility, including a hybrid working model which allows our team to work from home for up to 60% of their working week in our main offices.

## Recruitment

- We continue to focus on different recruitment approaches, ensure all adverts are free of gendered language and with the aim to trial anonymised applications.
- Continue to utilise job boards such as STEM Women and Women's Engineering Society to attract a more diverse candidate pool.
- Conducting inclusive recruitment training sessions to raise awareness and reduce unconscious bias.

## Pay

- We have introduced a new job banding system to improve fairness and equity, and to identify disparities between roles of similar experience and capability.
- Introduction of a new promotion process to streamline decision making and to benchmark pay against external comparable companies.
- We conduct an equal pay review during our annual salary reviews.

## Education

- With our recently introduced performance management tools, we aim to help facilitate development and progression for underrepresented groups with their line managers.
- We plan to launch our Ooni Employee Resource Groups to bring people together from different backgrounds and groups, as well as foster an EDI network for all employees.



This statement confirms that the published information is accurate at the time of publishing and is signed and authorised by:

A handwritten signature in black ink, appearing to read "AB", is positioned above the name of the Chief Financial Officer.

**Andrew Brown, Chief Financial Officer**