

2021 Gender Pay Gap Report Otis Limited

Otis is the world's leading manufacturer and maintainer of people-moving products, including elevators, escalators and moving walkways. Founded more than 165 years ago by the inventor of the safety elevator, Otis offers products and services through its companies in approximately 200 countries and territories. By combining a passion for science with precision engineering, the company is creating smart, sustainable solutions the world needs. Employing over 68,000 employees worldwide, Otis' global presence enables it to offer the highest levels of personalised service, delivered by 33,000 expert mechanics. Otis Limited is the UK arm of the global business. Otis continues to be committed to supporting the contributions of men and women to enable them to flourish and grow in their careers, whilst recognising the value of cultivating an inclusive culture with diverse views and inputs. With this, Otis places great importance on attracting and retaining skills and experience from the widest range of backgrounds and how they can achieve continuous growth through training, learning and development opportunities. At the snapshot date, Otis UK employed 1292 employees, 1,211 were classified as full pay relevant employees of which 999 (82.5%) were male and 212 (17.5%) were female.

Otis Gender Pay Results:

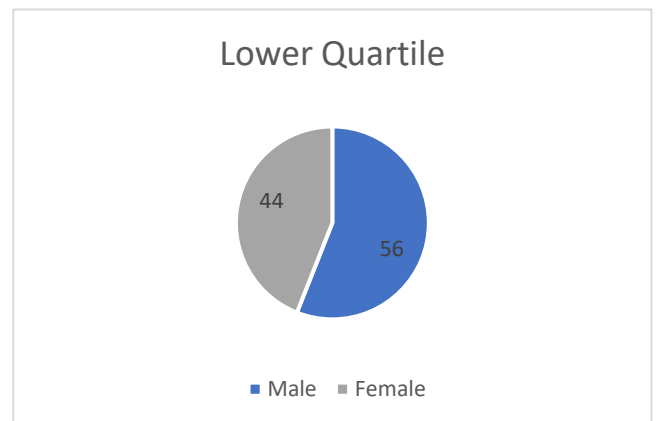
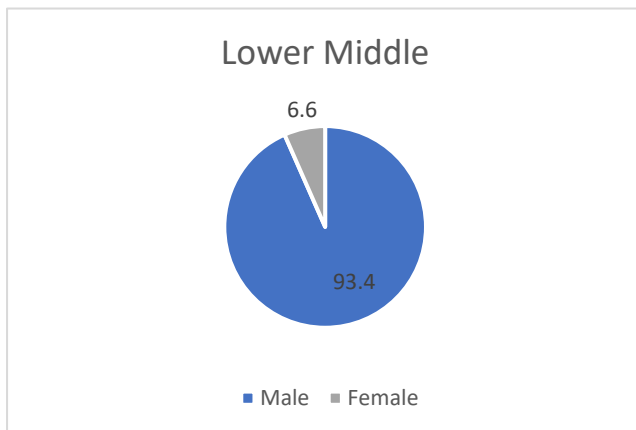
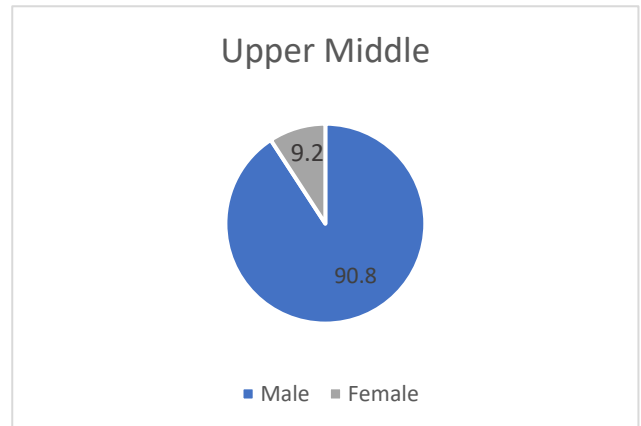
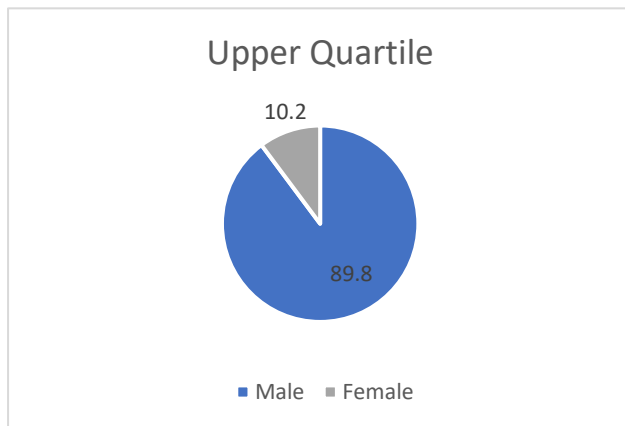
Mean & Median Pay Gaps

	Pay	Bonus
Mean	26.0%	-33.5%
Median	40.2%	71.4%

The proportion of males and females receiving a bonus:

Gender	Percentage receiving Bonus
Male	62.8%
Female	47.7%

The proportion of males and females in each quartile:



Commentary:

Since reporting, Otis UK has seen a gradual reduction in gap, the attraction of women into STEM organisations continues to impact the gap and drive a lower representation of women into our workforce.

The mean bonus pay gap has changed from -102.8% to -33.5%. The measure remains in favour of women which for 2021 is an accurate representation. As commented in 2020's report the -102.8% was distorted.

The Gender Pay Gap for 2021, we attribute to:

- Roles within the lower quartile still be attractive to women, providing them with greater flexibility and fixed hours in order to accommodate caring activity.

We recognise that this is a long-term journey and our efforts continue to seek initiatives, practices and policies that support women's career progression by:

- The launch of a female network group to promote the retention and advancement of women within the business, through mentoring, professional development and networking;
- Ensuring that our early career programmes such as our apprenticeship and graduate programmes have strong female representation

- The Launch of a future of work campaign to support flexible working in a post Covid world
- Supporting the progression of women into senior positions by ensuring female representation in the talent pool and on talent programmes, successfully seeing an increase in representation of women in the Upper Quartile
- Ensuring that female representatives are on interview panels to support diverse hiring



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March 2022