

2022 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:

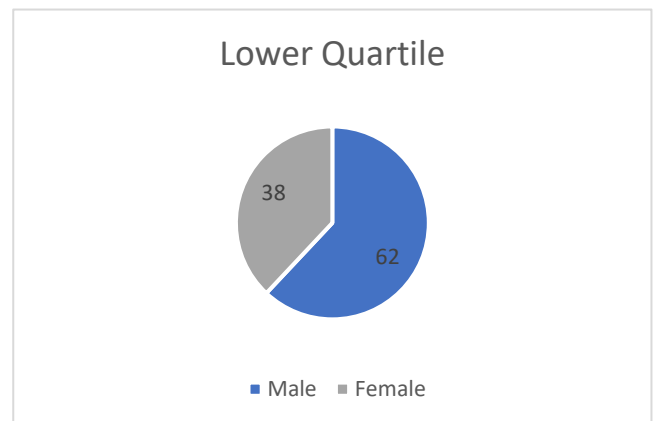
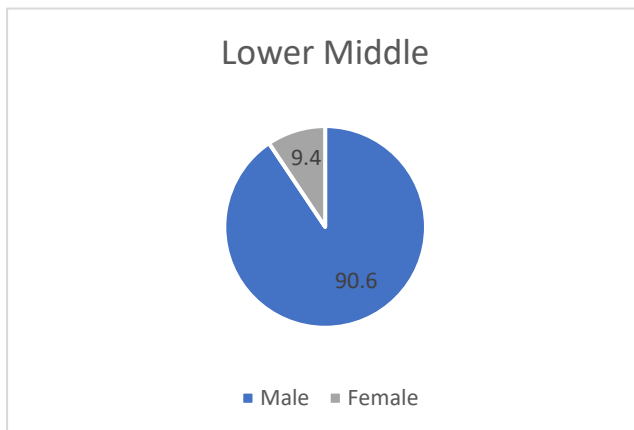
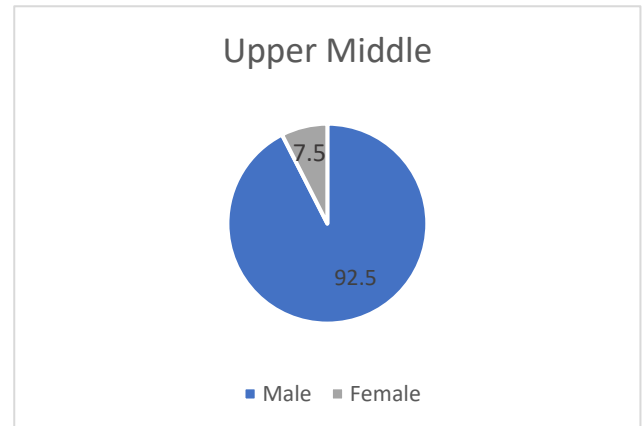
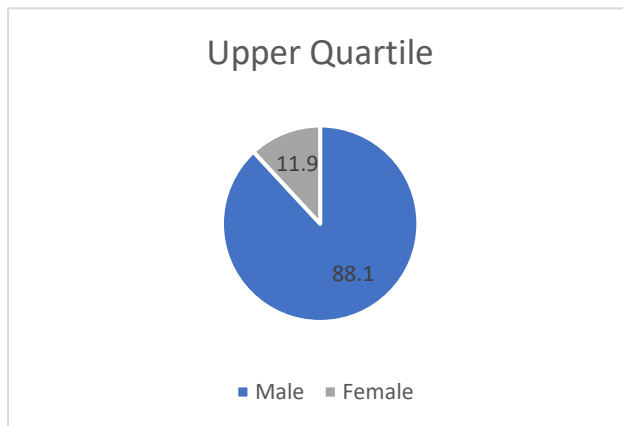
Mean & Median Pay Gaps

	Pay	Bonus
Mean	19.8%	-70.8%
Median	37.7%	75.0%

The proportion of males and females receiving a bonus:

Gender	Percentage receiving Bonus
Male	69.4%
Female	60.8%

The proportion of males and females in each quartile:



Commentary:

Since last reporting, Otis UK has seen a significant reduction in gap from 26% to 19%. We attribute this 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. Promotion of female talent into more senior roles during 2022, part of our global goal to achieve gender parity by 2030

The mean bonus pay gap has changed from -33.5% to -70.8%. The measure remains in favour of women for 2022 which is an accurate representation.

The attraction of women into STEM organisations continues to impact the gap and drive a lower representation of women into our workforce.

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:

- Ensuring that female representatives are on interview panels to support diverse hiring
- Continued focus and support for our 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
- Supporting the progression of women into senior positions through female representation in the talent pool and on talent programmes



Andrew Bierer
Managing Director Ofis Ltd



Emma Bryan
HR Director Ofis Ltd

March 2023