

# 2017 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 160 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 60,000 employees worldwide, Otis' global presence enables it to offer the highest levels of personalised service, delivered by 31,000 expert mechanics. Otis Limited is the UK & Ireland arm of the global business and forms part of the Europe Middle East and Africa region.

At the snapshot date, Otis UK employed 1449 full pay relevant employees, of which 1277 (88.13%) were male and 172 (11.87%) were female.

### Otis Gender Pay Results:

#### Mean and Median Pay Gaps

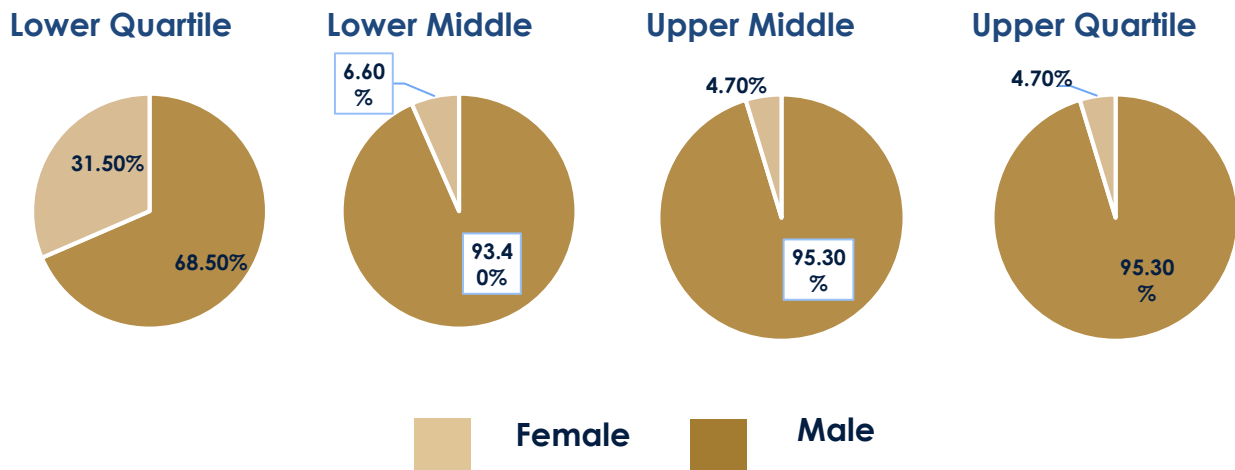
	Mean	Median	Industry Comparator * Mean	Industry Comparator * Median
<b>Pay</b>	37.1%	42.5%	33.3%	33.6%
<b>Bonus</b>	40.6%	78.3%	25%	8.6%

\*comparator industry – Facilities, security and support services

#### The Proportion of Males and Females Receiving a Bonus:

Gender	Percentage Receiving a Bonus
Male	79.4%
Female	68.6%

## The proportion of males/females in each quartile:



### Commentary:

- Attracting women into STEM organisations continues to drive a lower representation of women into our workforce giving us a similar gender pay gap to the industry comparator.
- Otis continues to work on initiatives to attract women into the organisation in more technical and senior level roles, and as a result of this work achieved a 1% increase in the number of women hired into these roles in 2017 compared to the previous year.
- Some of the initiatives to address this are:
  - Partnership with STEMettes to provide insight and opportunity in the business to young women studying and looking to pursue a career in STEM activities.
  - Reviewing all policies to support the attraction and development of women
  - Delivering Diversity & Inclusion training to all senior managers by the end of 2018
  - Launching a female network group to promote the retention and advancement of women within field operations roles, through mentoring, professional development and networking.
  - Supporting the progression of women into senior positions, successfully seeing an increase in representation on the Senior Leadership Team to 17% in 2017, from 8% in the previous year.

**Hemant Jolly**  
VP & General Manager Otis Limited  
29<sup>th</sup> March 2018