

2018 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 & Ireland arm of the global business and forms part of the Europe Middle East and Africa region.

Otis is 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 1338 full pay relevant employees, of which 1169 (87.37%) were male and 169 (12.637%) were female.

Otis Gender Pay Results:

Mean and Median Pay Gaps

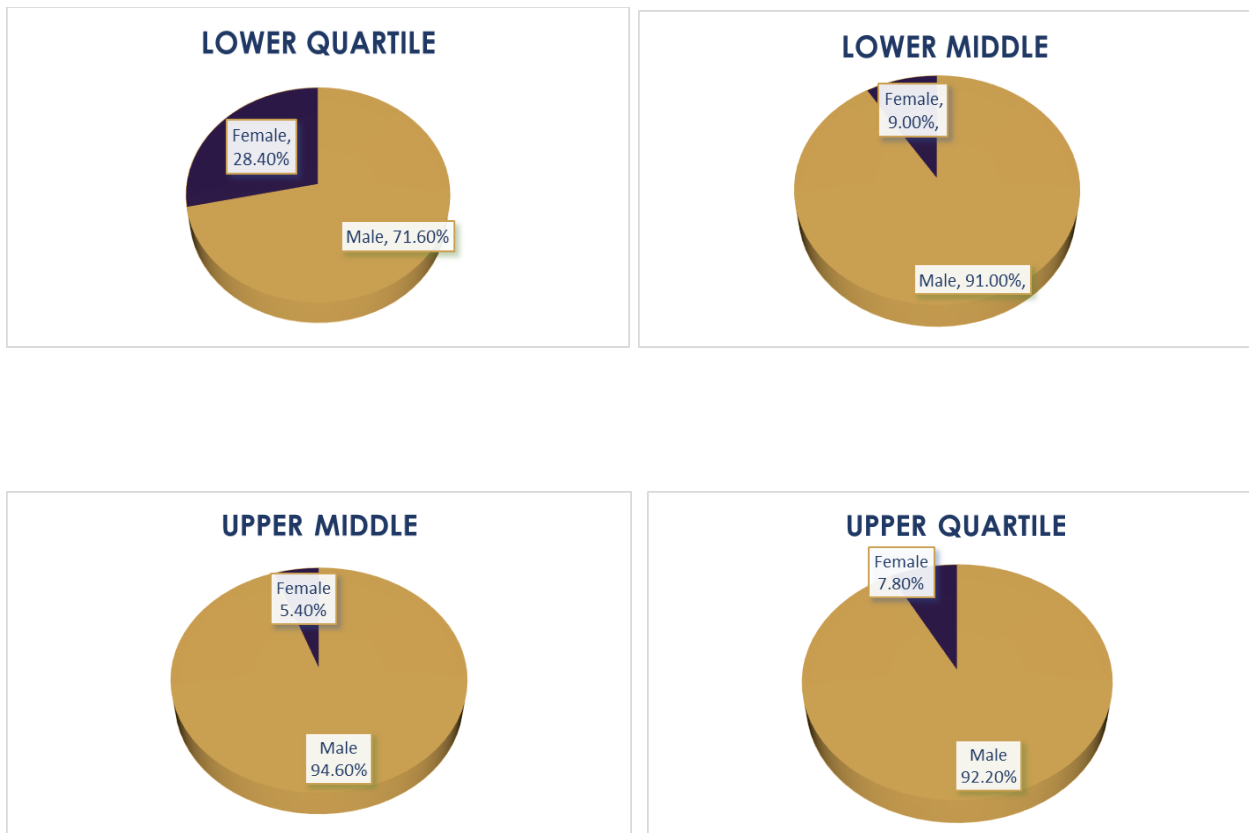
	Mean	Median	Industry Comparator * Mean	Industry Comparator * Median
Pay	25.6%	36.3%	29.5%	28.4%
Bonus	13.8%	71.4%	38.4%	32.8%

*comparator industry – facilities, security and support services

The Proportion of Males and Females Receiving a Bonus:

Gender	Percentage Receiving a Bonus
Male	67.1%
Female	66.7%

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 and, although generally our gap is lower than the industry comparator, this remains a key reason for the gender gap.
- In 2018, Otis saw a decrease in gender pay gap compared to the previous year, which we attribute partly to:
 - Delivering Diversity & Inclusion training to all senior managers.
 - 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 of women in the Upper Quartile.
 - Seeing an upward trend of women in engineering roles (three point increase compared to 2017) and management positions (four point increase compared to 2017).
- We recognise that we need to continue to revisit initiatives to support women's careers:
 - Promote our cultural values, particularly those surrounding diversity and inclusion
 - Provide career coaching and planning for women in junior roles. When looking at our lower quartile, this is the highest representative group of females.

- Longer term, look to re-establish partnerships with STEMettes and other organisations/study facilities to support women in understanding technical career opportunities and how to achieve them.



A handwritten signature in blue ink, consisting of the letters 'RB' followed by a horizontal line extending to the right.

Ray Bisson
Executive Director & General Manager Otis Limited
April 2019