

# 2020 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 and forms part of the EMEA region. 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 1373 employees, 1355 were classified as full pay relevant employees of which 1132 (83.5%) were male and 223 (16.57%) were female.

## Otis Gender Pay Results:

### Mean & Median Pay Gaps

	Pay	Bonus
Mean	26.5%	-102.8%
Median	37.5%	82.8

### The proportion of males and females receiving a bonus:

Gender	Percentage receiving Bonus
Male	66.5%
Female	50.6%

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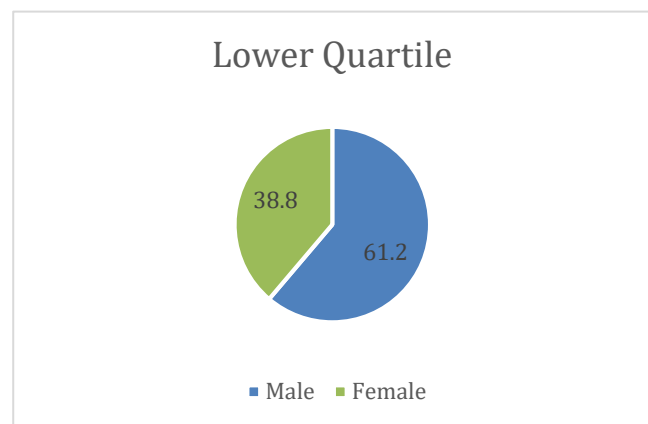
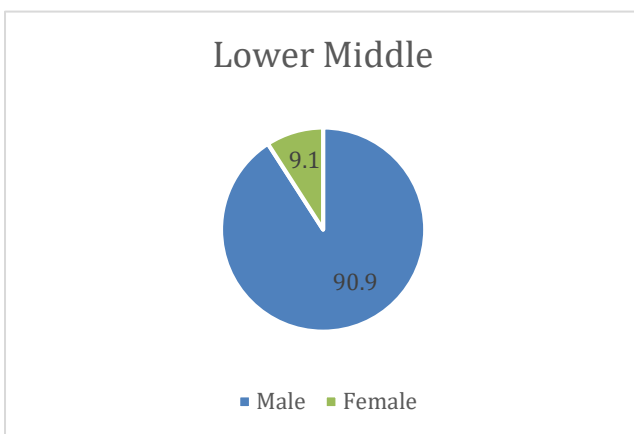
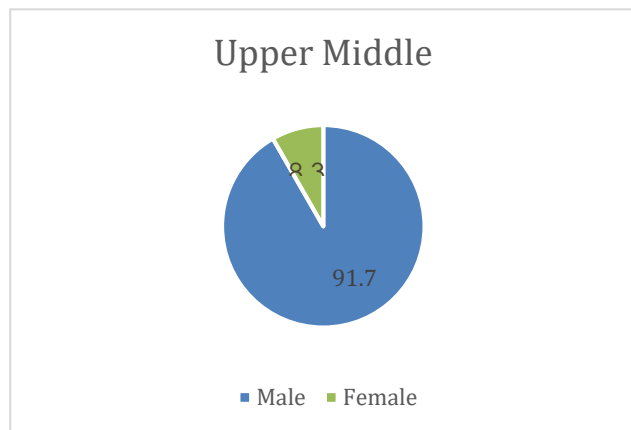
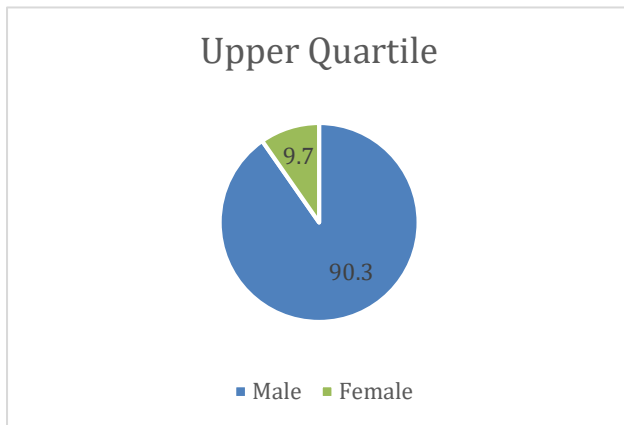
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## The proportion of males and females in each quartile:



## Commentary:

Since reporting, Otis UK has seen a gradual reduction in gap, although 2020 saw a very slight widening, the attraction of women into STEM organizations continues to impact the gap and drive a lower representation of women into our workforce.

When considering the mean bonus gap, this is significant in favour of women, however this is due to one senior female employee and provides an element of distortion, which the Company recognises.

The Gender Pay Gap for 2020, 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:

Launching a female network group to promote the retention and advancement of women within the business, through mentoring, professional development and networking;

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Ensuring that our early career programmes such as our apprenticeship and graduate programmes have strong female representation

Provide career coaching and planning for women in junior roles, this is important to help women particularly in the lower quartiles to understand how to process their careers within the organisation;

- 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
- Continuing to deliver Diversity & Inclusion training to all employees with a focus on understanding bias.
- Running and supporting events throughout the year, for example Inclusion Week in 2020 – giving all groups the opportunity to take part and understand the advantages a diverse and inclusive organisations provides to both employees and employer Flexible working for all – being open to more senior roles having flexibility in the way that they work.



**Andrew Bierer**  
**Managing Director Otis Ltd**

A stylized, handwritten signature in blue ink, consisting of the letters 'A' and 'B' intertwined.

September 2021