

At OneTrust, we build trust and demonstrate impact. We know people want to work for, buy from, and invest in companies who align with their values. Building trust is not just a one-time achievement; it's a journey of continuous improvement embedded into every area of our operations.

And at OneTrust, we practice what we preach. We work hard to build strong privacy, security, ethics, and ESG programs internally to cultivate a people-first culture. We help our global customer base do the same at their companies and with their customers.

Our people are core to our success and our top priority. We're building the [best place to work](#) in a "do good" industry.

A key part of our commitment is to ensure transparent, fair, and equitable pay practices. We have now completed three years of reporting our UK Gender Pay Gap analysis, and we learned a lot.

Here are a few things we learned:

- Our largest gap is amongst our highest-paid employees. Our sales teams, whose salaries are commission based and comprise most of this pay-band, are predominantly male. To address this, we formally defined job levels and issued multiple rounds of pay adjustments to reduce pay inequities. We plan to create new talent recruitment programs, including anti-bias hiring training and a "bar raiser" interview programme to diversify our sales team.
- Changes to our commission plans from a quarterly payment schedule to a monthly payment schedule in 2022 increased the hourly pay rate in 2022 compared to 2021 and 2020 because of a significant increase in the volume of commission payments made in April (which is the reference month used for calculating hourly pay in the reporting) compared to previous years (where no payments were made in April due to the quarterly cycles). The increase in the overall hourly pay rate had the consequence of widening the gender pay gap in 2022 compared to 2021 and 2020 given the significantly higher number of males in commission-based sales roles.

Steps we have taken to create more fair and equal pay at OneTrust:

- Increased use of discretionary spot bonuses to make off-cycle adjustments as needed.
- Standardized organizational structure with formally defined levels for all employees
- Issued multiple rounds of pay adjustments with increased attention to market data and performance.
- Launched our annual bonus structure in 2021 based on role, company performance, and individual job performance. One of our specific goals is for this new bonus structure is to help narrow gender pay gaps.
- Altering our recruiting process to attract more diverse candidates

Additionally, it's important to clarify that the gender pay gap does not automatically mean there is a discrimination or equal pay issue. It is more of an indicator of the need for greater diversity at all levels of the organization.

One final, clarifying note about our analysis is that it is based on our team's self-reported gender for this year's report.

Our 2022 UK Pay Analysis data:

Percentage of male/female in each quartile

2022				
	Top Quartile	Upper Middle	Lower Middle	Lower Quartile
Male	78.5%	65.2%	52.8%	62.2%
Female	21.5%	34.8%	47.2%	37.8%

Mean quartile gender pay gap using hourly pay (positive numbers mean males paid more than females)

2022			
Top Quartile	Upper Middle	Lower Middle	Lower Quartile
11.5%	-1.6%	1.7%	-3.9%

Gender pay gap using hourly pay (positive numbers mean males paid more than females)

2022	
Mean	Median
21.0%	16.5%

Percentage of employees receiving a bonus

2022	
Male	Female
81.3%	74.1%

Gender pay gap using bonus pay (positive numbers mean males paid more than females)

2021	
Mean	Median
43.8%	26.8%

View our [2022](#) UK Pay Gap Analysis report

[2021](#)

[2020](#)

Fair Pay Workplace Certification

OneTrust obtained the global Fair Pay Workplace Certification in April 2022. This certification is independent of the UK Gender Pay Gap Analysis, and it measures the pay within groups performing similar work based on skill, effort, and responsibility while also controlling for differences in location, level, and tenure. Pay differences were evaluated in three categories – Male vs. Non-Male, White vs. Non-White, and Non-White, Non-Male vs. the rest of the organization. The outcome of this year’s analysis found no pay inequities for any of the three categories measured.

To receive the Fair Pay Certification, we committed to a number of actions to create more pay equity across our organisation and provide greater pay transparency, including:

- Conducting annual pay equity analysis and creating remediation plans for any groups found to have pay equity disparities in the future
- Not asking job applicants about prior compensation or salary expectations and will provide salary ranges for the role upon request
- Identifying and correcting underlying policies, practices, and behaviours that may contribute to pay inequities

OneTrust is committed to transparency about how we recruit, hire, retain and pay our people. To learn more about working at OneTrust or to join our team, visit our [careers page](#).

We/I confirm that the gender pay gap data is accurate.



Ian Evans
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