

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 four 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. As of the reporting snapshot date the percentage of males to females in our commissioned sales roles in the UK was 73% to 27%. When adjusted by level the average pay gap within the sales team was less than 1%. However, prevalence of females in our higher-level management and individual contributor roles is low which is a central driver in our larger pay gap in the highest quartile.
- The pay gap in variable/bonus pay between males and females is also driven by our commission-based sales roles. Commission based incentives are a larger percentage of total compensation as compared to an annual bonus. Since our sales organization in the UK is largely male, the average and median bonus data trends higher than our female population. When adjusted by incentive type, the average bonus pay for females on the annual bonus plan was 6% higher than males. The average commission pay was 36% less for females than males.
- Year over year we are seeing increases in our prevalence of women in higher paid positions, with a 6.5% improvement in our top quartile and a 13.4% increase in the second highest quartile since our first reporting year in 2021. There is still work to be done as we continue to attract diverse candidates and promote and foster the career progression of our female talent, but the actions we have taken since 2021 are making a difference.

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 2023 UK Pay Analysis data:

Percentage of males and females in each hourly pay quartile

2023				
	Top Quartile	Upper Middle	Lower Middle	Lower Quartile
Male	77.5%	61.9%	66.3%	67.0%
Female	22.5%	38.1%	33.7%	33.0%

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

2023			
Top Quartile	Upper Middle	Lower Middle	Lower Quartile
13%	2%	-1%	-1%

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

2023	
Mean	Median
18.0%	8.3%

Percentage of employees receiving a bonus

2023	
Male	Female
77.6%	72.4%

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

2023	
Mean	Median
36.8%	54.5%

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

[2021](#)

[2020](#)

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.



Genell Bartel
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