Gender Pay Gap

Report 2022

(expleo)

Foreword

At Expleo Technology Ireland, we are committed to addressing workplace barriers to equality, supporting diversity and creating an inclusive workplace.

We recognise the importance of having people with diverse backgrounds, experiences and perspectives in our workforce, and the importance of nurturing an open culture in the organisation that offers fairness and opportunity to all.

Our mean gender pay gap is 15.3%, and this pay gap is driven by the unequal distribution of males and females within our workforce. The representation of males in senior roles across all disciplines contributes largely to our gender pay gap.

We are making progress and attracting more females into the organisation - in this reporting period 37% of new hires were female with a strong representation across all job groupings. Our male to female ratio also changed from 74% male v 26% female as of 30 June 2021, to 70% male v 30% female as of 30 June 2022.

We will continue our focus on reducing the gap because we know that it creates a positive work environment and fosters greater employee engagement, which will be key to retaining and attracting top talent.

Phil Codd

Managing Director, Expleo Technology Ireland

Introduction to Gender Pay Gap Reporting

> The gender pay gap compares the pay of all working males and females; not just those in similar jobs, with similar working patterns or with similar competencies, qualifications or experience.

What is the Gender Pay Gap?

- The gender pay gap refers to the difference between what is earned on average by females and males based on average gross hourly earnings of all paid employees in an organisation.
- The Gender Pay Gap Information Act 2021 requires organisations to report on their hourly gender pay gap across a range of metrics.
- This report is based on legal gender categories. We acknowledge that our people may identify differently.
- Organisations are asked to select a 'snapshot' date in the month of June 2022. Reporting will be based on the employees they have on this date.

  Our snapshot date was 30 June 2022.

Gender Pay Gap v. Equal Pay

The gender pay gap should not be confused with unequal pay.

Paying females less than males for the same job, purely on account of their gender, is illegal and is outlawed by equality legislation.

The gender pay gap does not indicate or identify discrimination or bias, or even an absence of equal pay for equal value work.

Gender pay gap reporting has no way of determining whether males and females are being paid less for the same work or subject to bias or discrimination.

Rather, it captures whether females are represented evenly across an organisation. A positive gender pay gap means that on average, males occupy more higher paid roles over females, and vice-versa.

Introduction to Gender Pay Gap Reporting continued

Key Metrics

Under the legislation, employers are required to report on the gender differences in respect of the:

- Mean and median hourly pay for full time, part-time and temporary employees
- Mean and median bonus pay
- Percentage of employees who have received a bonus and/or a benefit in kind
- Number of males and females across four quartile pay bands

The regulations require organisations with over 250 employees to report on their gender pay gap in 2022.

**Pay relevant employees include all Full Time, Temporary and Part Time employees who were employed at Expleo Technology Ireland within the 12-month period immediately preceding and including the snapshot date of 30 June 2022.*

Headcount @ 30 June 2022

493	344	149
*Pay Relevant Employees	Males	Females

Key Metrics used in the reporting

Mean

The mean metric illustrates the percentage gap difference in the salaries (including bonus payments) of males and females in our organisation, based on standard hourly rates of pay.

Median

The median metric illustrates the percentage gap difference in the salaries (including bonus payments) of males and females based on standard hourly rates of pay, when values are ranged from highest to lowest and are then compared by the middle value.

Quartiles

The employer must group employees into quartile pay bands, to create a ranking of employees based on their hourly remuneration from lowest to highest, with Quartile 1 including the lowest paid 25% of employees (the lower quartile) and Quartile 4 covering the highest paid 25% of employees (the upper quartile).

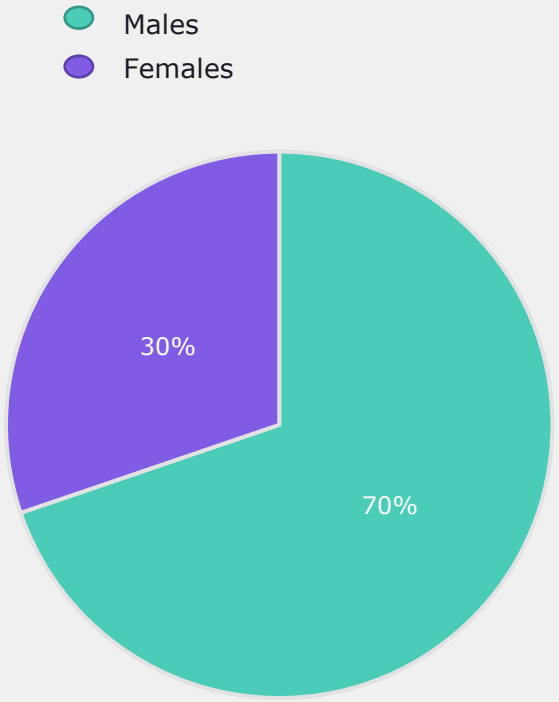
Bonus

Average bonus earned in the previous 12 months – this includes bonus payments in the form of money and vouchers and relate to productivity, performance, incentive or commission.

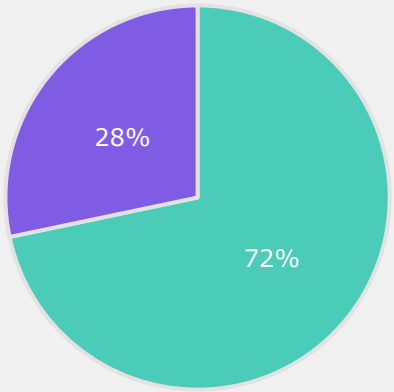
BIK

Includes any non-cash benefit of monetary value provided to an employee – such as health insurance, pension

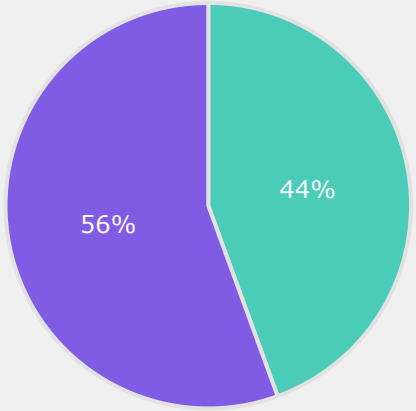
Total Employment in Expleo Technology Ireland



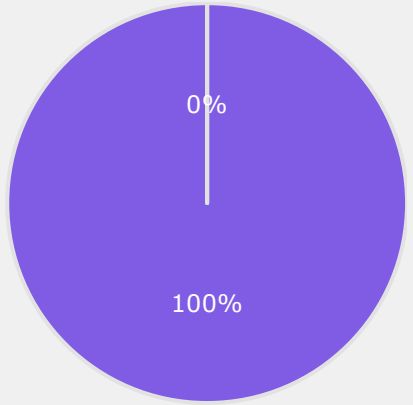
All employees:
493 Total
344 Males | 149 Females



Permanent, full-time employees:
463 Total
332 Males | 131 Females



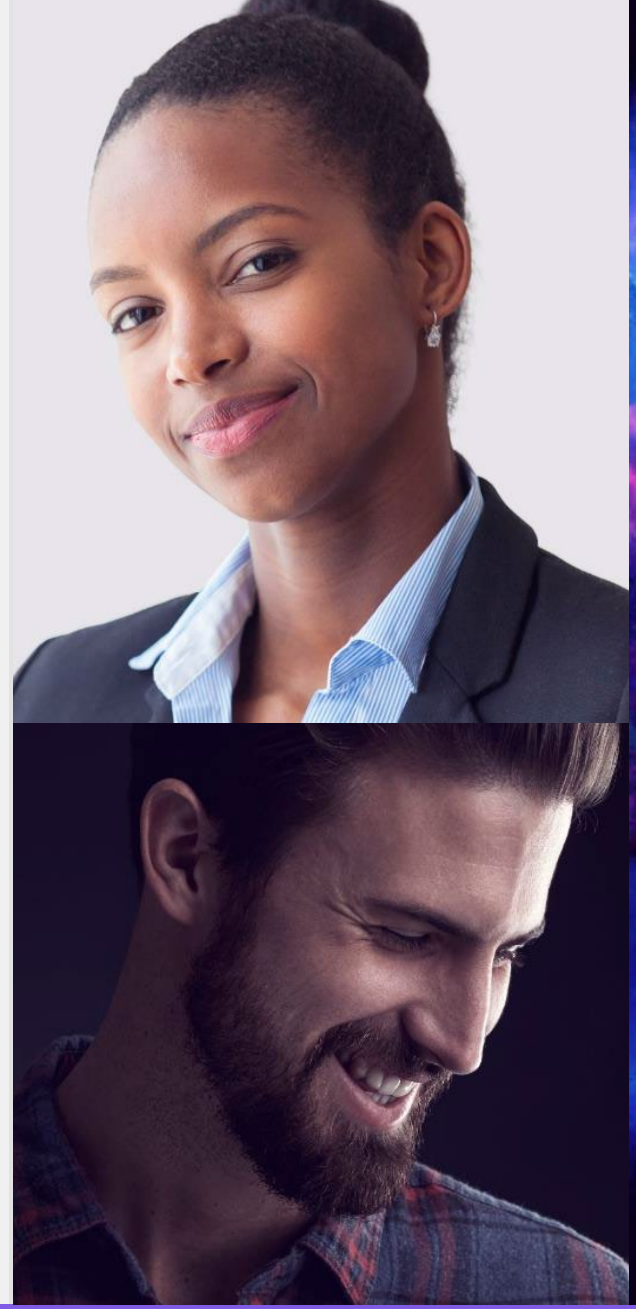
Temporary, full-time employees:
27 Total
12 Males | 15 Females

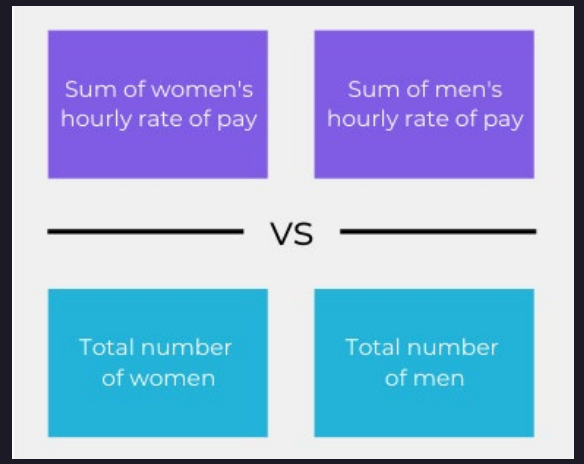


Permanent, part-time employees:
3 Total
0 Males | 3 Females

We had no temporary, part-time employees on the snapshot date

Data pertains to all Full-Time, Temporary and Part-Time employees who were employed at Expleo Technology Ireland within the 12-month period immediately preceding and including the snapshot date of 30 June 2022.





Our Figures

Expleo Technology Ireland's Gender Pay Gap

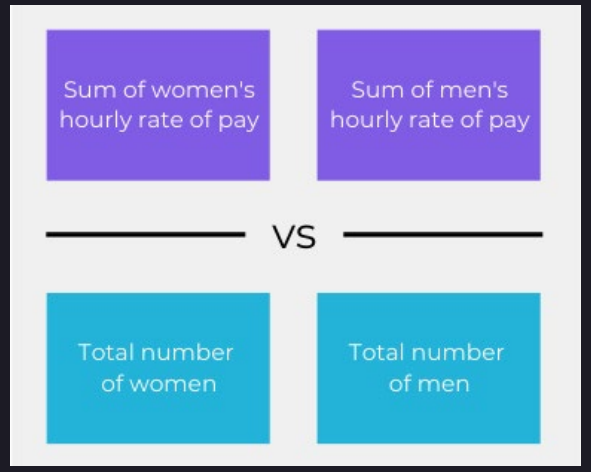
Our pay gap is driven by the unequal distribution of males and females within our workforce. We have a majority male workforce and our senior management roles have a majority male representation.

All Employees	
Basic Hourly Pay	**Gap**
Mean	**15.3%**
Median	**15.3%**

Quartiles

In order to establish quartiles, we take all of the hourly rates ranked from lowest to highest. This is split into four even quartiles. The quartiles together with the percentage of males and females in each is outlined below.

	Males	Females
Quartile 1	62%	38%
Quartile 2	68%	32%
Quartile 3	67.5%	32.5%
Quartile 4	83.6%	16.4%



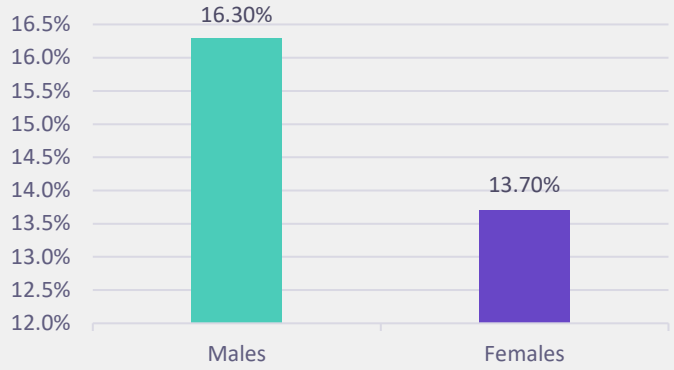
Our Figures continued

Bonus and Benefit-in-Kind (BIK) Gender Pay Gap

Our bonus gender pay gap is a reflection of the majority representation of males at a senior level in the organisation.

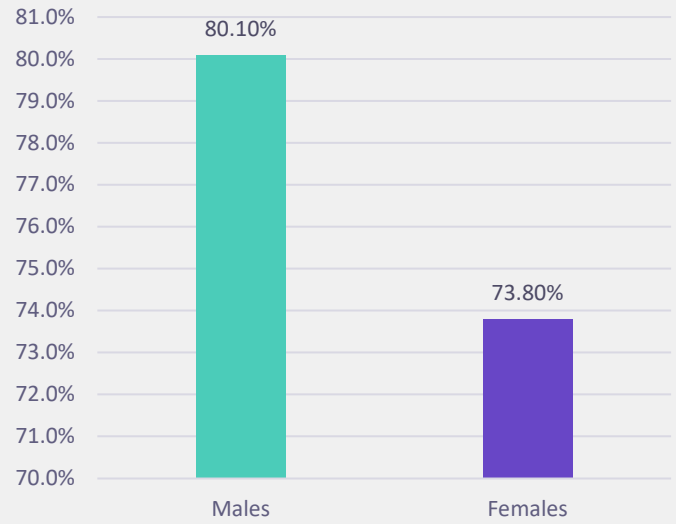
All Employees	
Bonus	**Gap**
Mean	44%
Median	44.5%

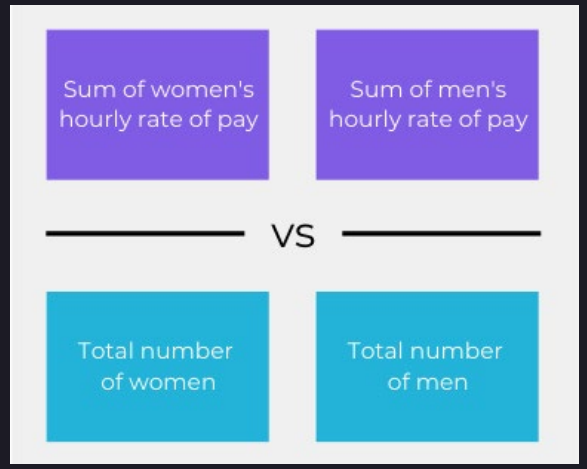
The following illustrates the percentage of all employees receiving a bonus, by gender:



Since 1 Jan 2022, all Expleo Technology Ireland employees are eligible to opt in to receive benefits-in-kind from their first day of employment with the organisation.

The following illustrates the percentage of all employees receiving a Benefit-in-Kind (BIK) by gender:





Our Figures continued

Temporary Employee Gender Pay Gap

We had 27 temporary employees in the organisation, at the time of the snapshot on 30 June 2022.

All Temporary Employees	
Basic Hourly Pay	**Gap**
Mean	-16.9%
Median	-3.4%

None of the temporary employees were in receipt of a bonus.

Part-time Employee Gender Pay Gap

We had 3 part-time employees in the organisation at the time of the snapshot on 30 June 2022.

100% of the part-time employees were female, therefore there is no gender pay gap.

None of the part-time employees were in receipt of a bonus.

Factors affecting the gender pay gap in Expleo Technology Ireland

- Women continue to be underrepresented in STEM, with almost 80% of Irish ICT workers being male, and only one in five Irish computer graduates being female *(Eurostat 2021).* Like others in the sector, we have difficulty recruiting and engaging females into employment across some areas.
- A higher proportion of our most senior positions are currently occupied by males in the upper quartile. This is one of the main reasons for our reported gender pay and bonus pay gap.
- We have a strong benefits offering with opportunity for all employees to opt in for our healthcare and pension schemes from Day 1 of employment. However, not all employees have opted to receive the offering which is why not all employees receive a benefit-in-kind.
- We a higher proportion of females in less senior roles, and are committed to developing our leadership pipeline to close this gap over the coming years.

What we are doing to close the gap in Expleo Technology Ireland

We have made great strides on our diversity and inclusion journey, and we are continuing our commitment to maintain and progress gender equality, and our broader inclusion ambition.

In 2023, we will continue to target the key areas that we know have the biggest impact through:

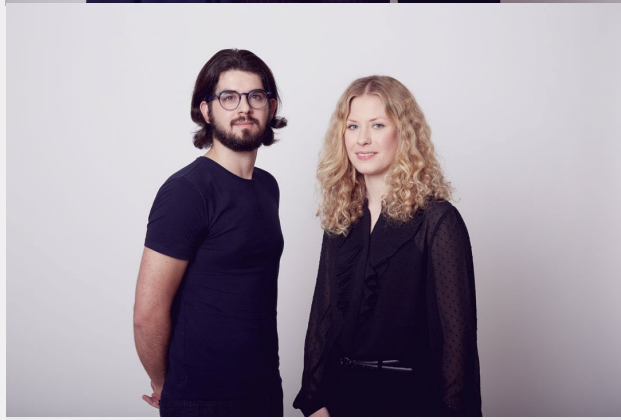
Recruitment

- Continuous development of partnerships with universities, schools, charities, adult employment, and outreach programmes to attract applicants from wider socio–economic backgrounds.
- Continued partnership with Women Returners, an organisation that works with Irish employers and career returners to enable professionals to return to work after an extended career break. In 2022, we successfully hired three employees through this programme, and we will set out to double this number in 2023.
- Ensuring our recruitment opportunities are open and attractive to all, through the ongoing review and use of universal language in our job advertisements and by holding awareness training to reduce any unintended bias.
- Commitment to provide diverse interview panels to ensure that recruitment and selection is unbiased and inclusive.

What we are doing to close the gap in Expleo Technology Ireland

Inclusive Practices

- Conducting regular reviews of our policies to ensure that the necessary processes are in place for dealing with discrimination, in line with legislation.
- In 2022, we reviewed all our family friendly policies and applied gender neutral language in recognition of diverse families (i.e., same sex, single parent). We will continue to deliver educational sessions around our diversity and inclusion policies to ensure awareness and minimise unconscious bias.
- We have adopted a blended working programme to allow employees, both male and female, to fit their working day around other commitments such as childcare or caring arrangements.
- We will continue to support our DE&I Employee Resource Groups, who encourage positive changes, offer peer-to-peer support through their networks, and act as a conduit to the Leadership Team regarding all matters pertaining to diversity and inclusion.
- Ensuring that from day one, all employees have access to information on benefits and opportunities for career progression.



What we are doing to close the gap in Expleo Technology Ireland

Development and Retention

- Our Leadership Development programme focuses on building and cultivating new consistent management behaviours in both male and female employees.
- We will continue to invest in diversity and inclusion training for all levels of our workforce. In 2022, we partnered with the Irish Centre for Diversity to deliver training to our leadership teams on Inclusive Leadership, Inclusive Language and Creating a Culture of Dignity & Respect. In addition, we organised Diversity and Unconscious Bias workshops for all employees. All employees were encouraged to attend to learn more about the benefits of creating a diverse workforce, increasing their own self-awareness and to understand how attitudes and biases impact behaviour and decision making in the workplace.
- Identifying high potential talent through succession planning conversations, and through our Talent Review process, will be key to growing females into more senior roles in the organisation.
- Actively monitoring any gender balance gaps in our year-end compensation reviews.
- Continuing the development of gender diversity in leadership positions is a critical area for our business. We are committed to accelerating the personal and professional development of females through our *A Bolder You* mentoring programme and provision of premium 1:1 digital executive coaching through Coach Hub.
- We will further strengthen our existing career development roadmaps to advance internal progression.

What we are doing to close the gap in Expleo Technology Ireland

Reporting

- Continuous monitoring and benchmarking of pay and benefits to retain and attract more females into our organisation.
- Advancing our *Investors in Diversity Mark* accreditation, which offers organisations who are at varying stages of their DE&I journey, a clear and structured framework to transform their diversity practices and culture. In 2022, we achieved the Bronze accreditation which recognises an organisation's commitment to Gender Diversity. We will aim for Silver accreditation in 2023, which is designed to liberate the voice of employees, through the rollout of an DE&I survey. It will enable us to benchmark against other organisations, while also providing insights into our key strengths and the areas that require development.
- Continuing our partnership with Wrky, our employee engagement platform. The platform enables us to capturing trends in real-time and is particularly valuable as a benchmark tool, providing a point of comparison and live data about what is going well and what may need improve. Importantly, employees can also log into the platform and provide unsolicited feedback at any time, ensuring a strong employee voice within the organisation and reinforcing an effective feedback loop.