



Gender Pay Gap Report - Expleo Technology UK

April 2023

[1\) Introduction to Gender Pay Gap Reporting](#)

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. This 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.

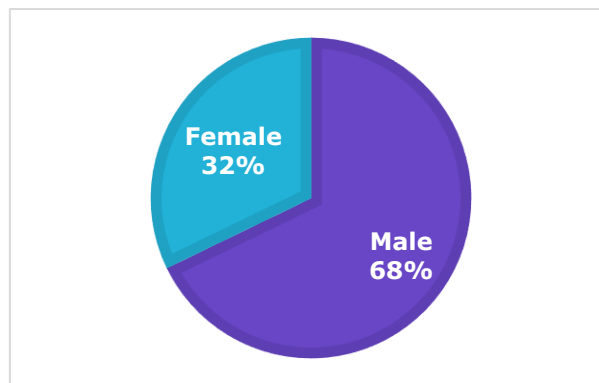
Under the legislation, employers with over 250 employees are required to report on the gender differences in respect of the:

- Mean and median hourly pay.
- Mean and median bonus pay.
- Percentage of employees who have received a bonus.
- Number of males and females across four quartile pay bands.

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.

() Expleo Workforce

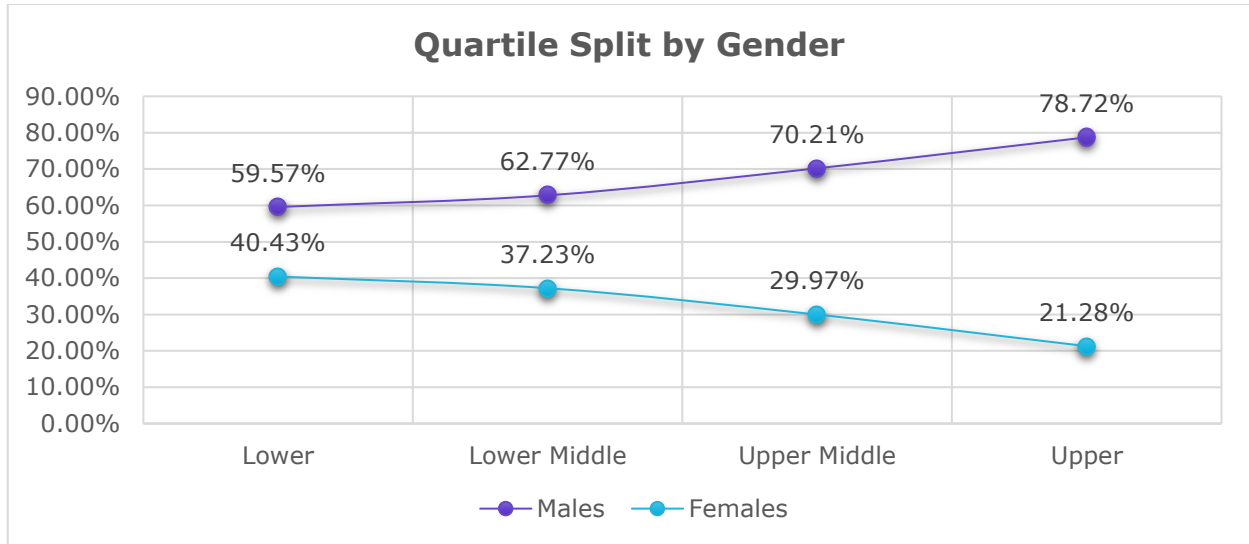
Expleo Technology UK operates across Great Britain and Northern Ireland and as of 5th April 2023, held a combined headcount of 376 full pay relevant employees: 255 males and 121 females. Pay relevant employees include all employees who were employed at Expleo Technology UK who received their usual full basic pay at as at the snapshot date of 5th April 2023, or received a bonus in the 12 months reporting period immediately preceding and including the snapshot date of 5th April 2023.



The table below shows the percentage of male and females in each pay quartile. It divides the workforce into four equally sized groups based on their hourly pay rate, with Band A including the lowest paid 25% of employees (the lower quartile) and Band D covering the highest paid 25% of employees (the upper quartile).

	Males	Females
Lower Quartile	59.57%	40.43%
Lower Middle Quartile	62.77%	37.23%
Upper Middle Quartile	70.21%	29.79%
Upper Quartile	78.72%	21.28%

The graph below shows the data broken down into the same equally sized groups ranging from the lowest to the highest paid employees.



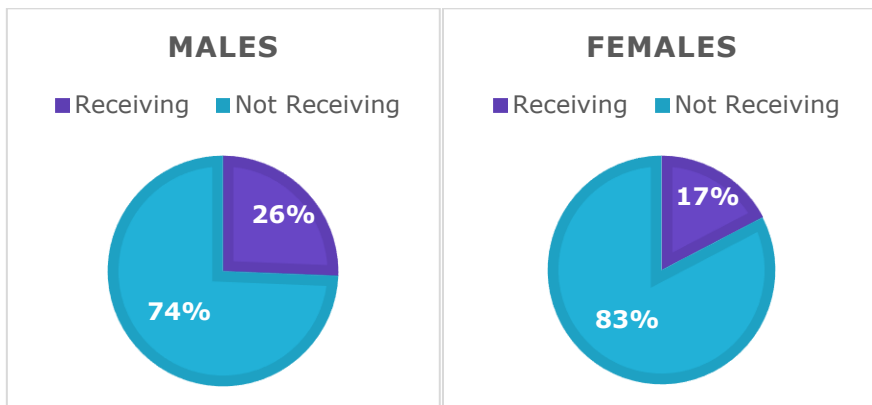
() Pay & Bonus Gap Analysis

The table below shows our overall mean and median gender pay gap, based on hourly rates of pay. It also captures the mean and median gender pay gap, based on bonuses in the year up to 5th April 2023, i.e., for the 2022 performance year.

The mean metric illustrates the percentage gap in the average salaries (including bonus payments) of males and females based on standard hourly rates of pay. The median metric shows the percentage gap of 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.

<u>2023</u>	Mean (Average)	Median (Mid-Point)
Hourly fixed pay	12.57%	14.54%
Bonus paid	27.5%	0.20%

The illustrations below represent the proportion of males and females who received a bonus in the year up to 5th April 2023.



() Comparative View: 2022 to 2023

	<u>2022</u>	<u>2023</u>
Total Headcount	332	376
Male Headcount	232	255
Female Headcount	100	121
Gender pay gap mean rate pay	12%	12.57%
Gender pay gap median rate pay	17.3%	15.54%
Gender pay gap mean bonus	23.5%	27.5%
Gender pay gap median bonus	2%	0.20%
Male proportion receiving annual bonus	25%	26.67%
Female proportion receiving annual bonus	18.8%	17.36%

Expleo Technology UK have been completing the gender gap annually since 2017, and whilst we have been able to ensure there has been no sharp increase in our pay gap in this reporting year, we have not made as significant of an impact in beginning to close the gap as hoped.

However, as we again see an increase to our headcount of 13.25% overall, the increase in the male population amounted to 9.91%, whilst the increase in the female population amounted to 21%, signifying the progress being made around gender balance and the success of our recruitment initiatives and partnerships. We have and will continue to focus our attention on our equality, diversity and inclusion activities, ensuring that we make the necessary progress in maintaining gender equality and expanding the initiatives already in place to reduce the gender pay gap.

() Expleo Action Plan: Initiatives that will continue to reduce our gender pay gap

We acknowledge the need for further efforts to narrow our gap by focusing on the critical areas that we understand have the most significant influence over.

() Recruitment

- Continued partnerships with universities, schools, charities, specialist job boards, and outreach programmes to attract applicants from wider socio-economic backgrounds.
- Continuous review of job advertisements to ensure our recruitment opportunities are open and attractive to all, through the use of universal and inclusive language.

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- Creation of a Diversity, Equality & Inclusion working group within the internal recruitment team, who are focused on improving processes and highlighting areas for improvement.
- Holding of awareness training for hiring managers and ensuring the provision of diverse interview panels to ensure that recruitment and selection is unbiased and inclusive.

() Inclusive Practices:

- Ensuring gender balance activities are prioritised by Senior Leadership through the setting of group level KPIs around Equality, Diversity & Inclusion targets.
- Implementation and running of Employee Representation Groups to provide individuals with a safe space to share their feedback and experiences within Expleo and have these addressed by colleagues with the ability to influence change.
- Conducting regular reviews of our policies to ensure that the necessary processes are in place for dealing with discrimination, in line with legislation.
- Continued offering of a blended home and office/client working approach to enable all employees, regardless of gender, to tailor their workday around commitments such as childcare or caregiving responsibilities.
- Ensuring that all employees have access to information on benefits and avenues for support available within Expleo.

() Development & Retention:

- Continuing to provide a structured framework for reviewing performance and identifying opportunities for development and career progression.
- Using the annual review process to identify high potential talent and ensure that all employees have the opportunity to grow into more senior roles within the organisation.
- Actively monitoring any gender balance gaps in our year-end compensation reviews.
- Strengthening the existing Job Architecture to provide an up to date, transparent and consistent approach to career development.

() Reporting:

- Ongoing monitoring and benchmarking of compensation and benefits to enhance retention and attraction of female talent within our organisation.
- Regular running of the accredited Great Place to Work survey, to provide employees with an avenue to provide anonymous feedback and allow the organisation to identify areas for improvement, which can be fed back into the established Employee Representation Groups.
- Continuing our partnership with our employee engagement platform, Wrky, to accompany the global Great Place to Work initiative and enable more localised and regular feedback to feed into business improvement activities.



Declaration

I confirm that the Expleo Technology UK gender pay gap calculations are accurate and meet the requirements of the Regulations.

A handwritten signature in black ink that reads "Stephen Magennis". The signature is written in a cursive, flowing style.

Stephen Magennis

Managing Director - Expleo Technology UK