



Expleo Technology 2018 Gender Pay Gap Report

Our commitment to diversity

At Expleo we are committed to creating an inclusive workplace culture where everyone feels able to participate and achieve their full potential. As part of our commitment to closing the gender pay gap within Expleo, our inclusion and diversity strategy goes beyond legal compliance and seeks to add value to our organisation contributing to employee well-being and engagement.

This year we have closed our mean gender pay gap by 11.4% and we expect that trend to continue due to the changes we are making. We have implemented changes to our core policies in addition to building on partnerships with external bodies to bring awareness and changes within our organisation. Diversity is key on our agenda and is pivotal to the strategic vision for our business.

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. All data in this report is based on the 5th April 2018.

Expleo Technology pay & bonus gap

Expleo Technology UK, previously known as SQS Group Limited based in Great Britain and Northern Ireland has a combined headcount of 312 employees at 5 April 2018.

The mean gender pay gap is 20.2% which is a reduction of 11.4% from 2017 which is significantly below the average gap within the technology sector which we operate of 25%. Over the course of this reporting period, we have closed the gap by one third in comparison to last year. We recognise there is more work to be done and will continue to make changes.

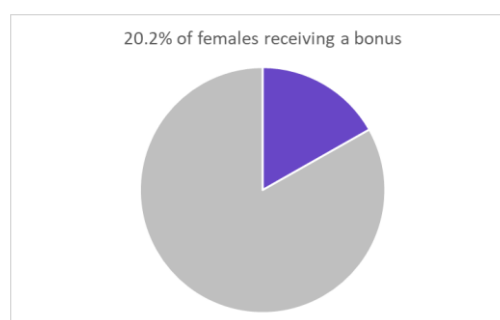
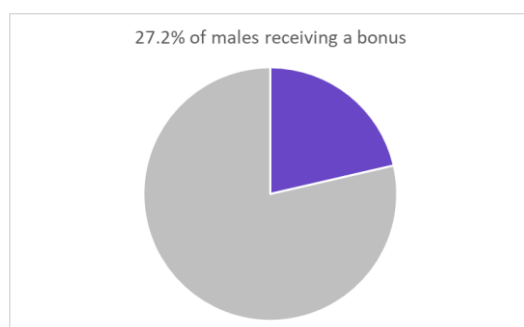
	Mean (Average)	Median (Mid-point)
Hourly fixed pay	20.2%	18.6%
Bonus paid	65%	41.7%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2018, i.e. for the 2017 performance year.

We operate in the IT sector which predominantly appeals to a much higher number of males than females and is a common perceived barrier to the number of females who apply to roles. We are continuing our work to raise awareness to the perceptions and stereotypes associated within this sector from a recruitment perspective. We have launched a social media campaign tackling gender stereotypes to appeal to a diverse pool of candidates.

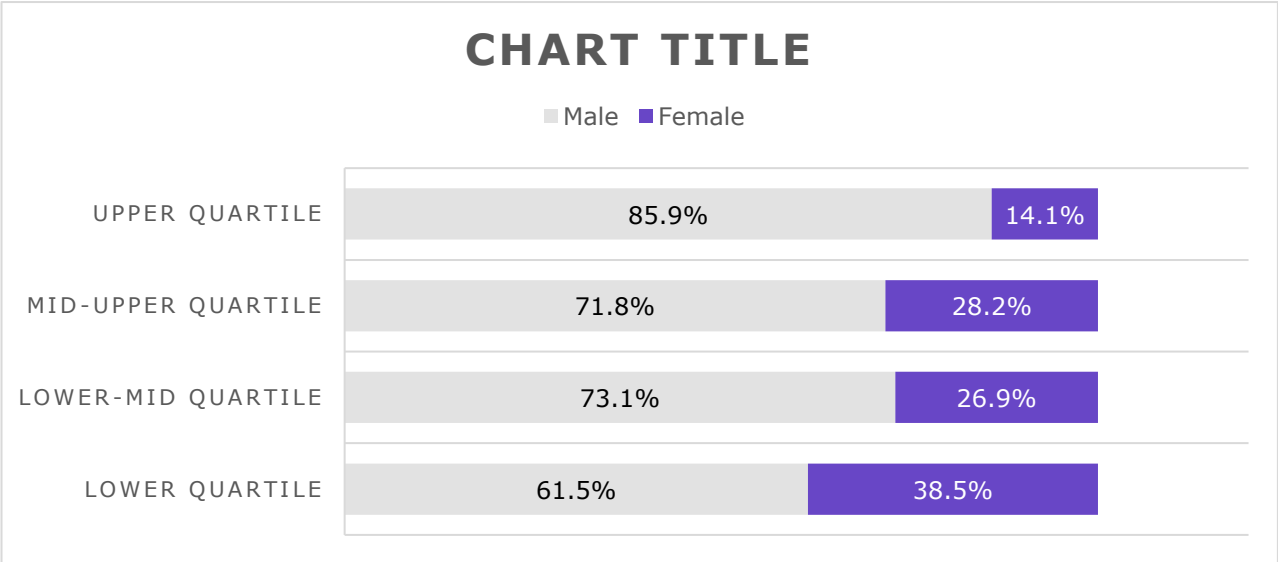
Bonus gender pay gap

The proportion of males and females who received a bonus in the year up to the 5th April 2018.



Male and female employees by pay quartile

This includes all permanent employees who have had no leave in the pay period and shows the percentage of male and female employees in each pay quartile.





Initiatives to continue to reduce our gender pay gap

As a course of positive action, we have made progress in closing our gender pay gap. Analysing our results against last year we are pleased to report a sizeable reduction and we are committed to further reducing this gap and making changes to the areas that we know will have the biggest impact.

- Continuation of pay monitoring to ensure that there is no gender bias in terms of recruitment, pay review or promotion process.
- We have adopted a flexible working programme to allow employees, both male and female, to fit their working day around their other commitments such as child care arrangements. We are further looking at the introduction of part time roles and job sharing roles.
- Encourage female staff to take part in initiatives, both internally within the company and externally, to share experiences and attend awareness generating programmes that help to identify where issues around gender inequality may be occurring.
- Build on our current external relationships with Women in Tech & Women in Business with a look to joining additional campaigns like Tech She Can Charter, Lean In, EveryWoman and Modern Muse.

Further work which we are committed to reduce gender pay bias

- We are ensuring that our recruitment methods are open and attractive to all. We are reviewing our tools and methods to remove unintended bias in our process. In particular, we are looking at ensuring job descriptions are gender neutral, removing all data in the shortlisting stage to remove bias, and ensuring representation of both male and female at the interview process.
- Commitment to support and promote women into more senior positions.
- We have added diversity metrics into KPI's for our business so we are ensuring measurement and reward for those who have made a positive contribution to our diversity targets.
- Invest in diversity training for all levels of our workforce. Furthermore, we will deliver education sessions around our new diversity policy to ensure awareness.
- We will pilot a Women Returners Scheme with the aim to help experienced women who have taken a career break get a role at the same level as opposite to lower skilled jobs.
- Appoint a steering group with a channel back into the business giving the group a voice to be heard and ability to suggest changes that will have an impact on our diversity strategy.
- Build on our internal & external Women in Tech network where members meet and share information and career advice surrounding diversity topics.
- Encourage the uptake of Shared Parental Leave, the gender pay gap widens dramatically after women have children but this could be reduced if men and women were able to share childcare more equally.
- Seeking out opportunities at careers fairs with female staff who occupy technical roles to demonstrate the opportunities available to female attendees. Focus on trying to attract more female applications for our various internships and work experience programmes.

Declaration

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



Kevin Cunningham

Managing Director – UK