



Expleo Technology UK 2021 Gender Pay Gap Report

April 2022

Summary

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.

Expleo Technology UK operates across Great Britain and Northern Ireland and as of 5th April 2021, held a combined headcount of 267 employees: 190 males and 77 females. This equated to 71.2% of the workforce being made up of males while the other 28.8% was populated by females.

For five years, Expleo Technology has completed the gender pay gap report, with the aim of continually reducing our pay gap each year. However, due to an increase of voluntary and involuntary attrition, and a demand for more technically skilled roles within our industry, which is heavily male dominated, this year we saw our gender pay gap widen in contrast to 2020. Other contributing factors have included an increase of females occupying roles in the lower quartiles, in contrast to males who occupied less roles than the previous year.

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).

2021	Males	Females
Band A (lowest)	69.7%	30.3%
Band B	72.3%	27.7%
Band C	72.3%	27.7%
Band D (highest)	76.9%	23.1%

Expleo Technology Pay & Bonus Gap Analysis

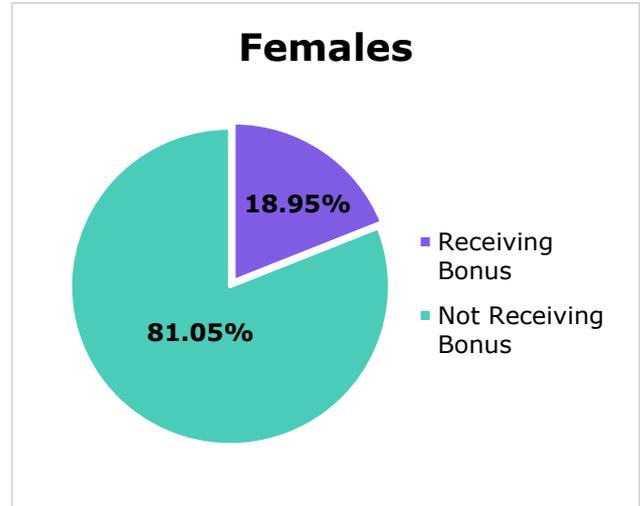
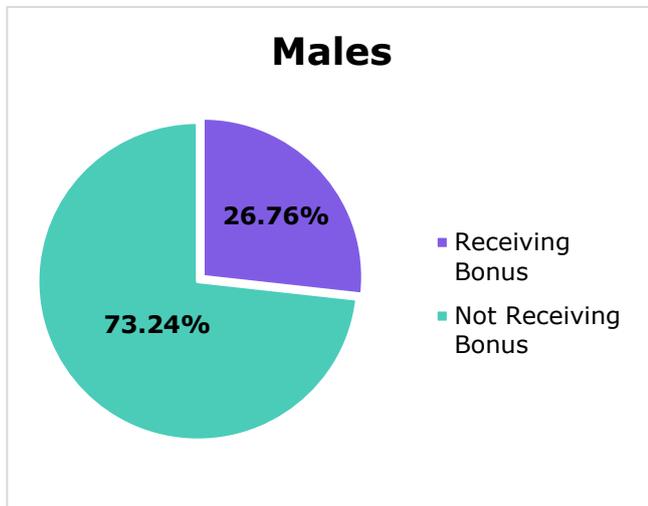
The table below shows our overall mean and median gender pay gap, based on hourly rates of pay. It also captures the mean and median gender pay gap, based on bonuses in the year up to 5th April 2021, i.e., for the 2020 performance year.

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.

2021	Mean (Average)	Median (Mid-point)
Hourly fixed pay	3.58%	4.42%
Bonus paid	40.98%	23.37%

The illustrations below represent the proportion of males and females who received a bonus in the year up to 5th April 2021.



Comparative View: 2020 to 2021

Topic	2020 (%)	2021 (%)	Change from 2020 & 2021
Gender pay gap mean rate pay	-12.8%	3.6%	Gap has increased by 9.2%
Gender pay gap median rate pay	8.7%	4.7%	Gap has decreased by 4%
Gender pay gap mean bonus	32.4%	41%	Gap has increased by 8.6%
Gender pay gap median bonus	46.9%	23.4%	Gap has decreased by 23.6%
Male proportion receiving annual bonus	23.8%	26.8%	Gap has increased by 3%
Female proportion receiving annual bonus	28.6%	18.9%	Gap has decreased by 9.7%

Expleo's Action Plan:

Initiatives that will continue to reduce our gender pay gap

We recognise that we still have work to do to reduce our gap by targeting the key areas that we know have the biggest impact:

Recruitment:

- Use of more gender-neutral language in our job adverts.
- Continuous development of partnerships with universities, schools, charities, returner programmes, adult employment, and outreach programmes to attract a wider pool of female applicants.
- Partnering with Learning and Development to strengthen our existing career development roadmaps to advance internal progression.
- Ensuring our recruitment opportunities are open and attractive to all, with further enhancement of recruitment processes to reduce any unintended bias.
- Continuing the development of gender diversity in leadership positions is a critical area for our business. We are committed to further supporting and promoting females into senior positions through interventions both internally and externally such as gender balance mentor schemes.

Reporting:

- Continuous monitoring of pay internally and externally to attract and retain more females into our organisation.

Inclusive Practices:

- We have adopted a flexible working programme to allow employees, both male and female, to fit their working day around other commitments such as childcare arrangements. This is both a retention and attraction strategy.

Development:

- We will continue to invest in diversity training for all levels of our workforce and continue to deliver educational sessions around our diversity policy to ensure awareness and minimise unconscious bias.
- 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.
- Further education support, leadership, and senior mentorship programmes are an area we are investing in, to ensure career progression and support for high potential females.

Declaration

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



Stephen Magennis

Managing Director – Technology UK