



Expleo Technology UK 2022 Gender Pay Gap Report

April 2023

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.

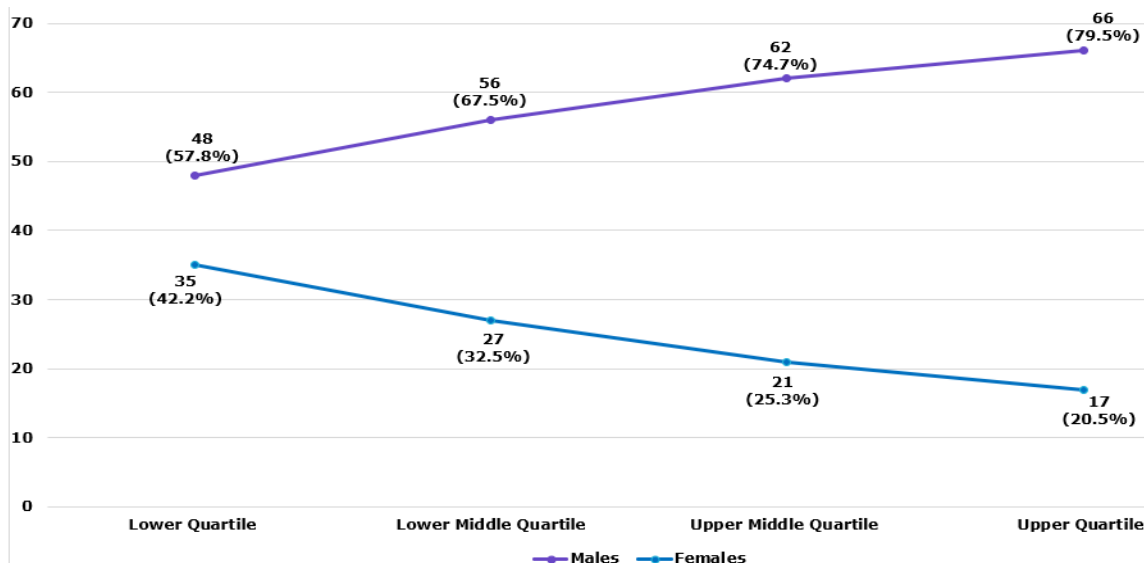
Workforce

Expleo Technology UK operates across Great Britain and Northern Ireland and as of 5th April 2022, held a combined headcount of 332 full pay relevant employees: 232 males and 100 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 April 5th, 2022, or received a bonus in the 12 months reporting period immediately preceding and including the snapshot date of April 5th, 2022.

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).

2022	Males	Females
Band A (lowest)	57.8%	42.2%
Band B	67.5%	32.5%
Band C	74.7%	25.3%
Band D (highest)	79.5%	20.5%

The graph below shows the data broken down into the same 4 equally sized groups ranging from the lowest to the highest paid employees. This graph shows the difference in the actual numbers of employees within the separate pay quartiles.



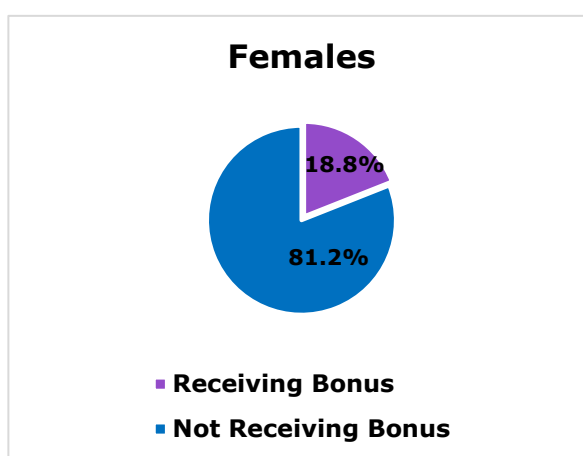
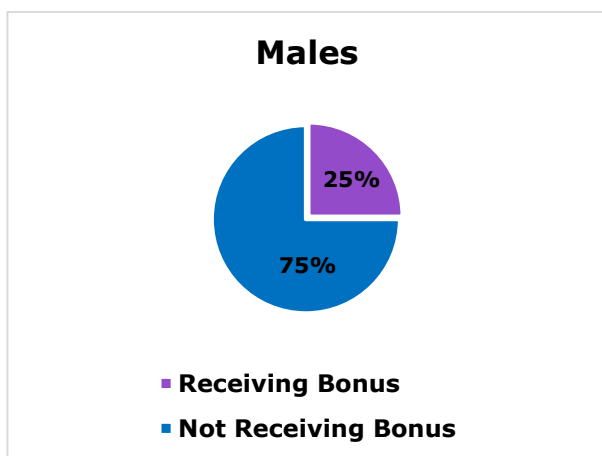
Expleo Technology Pay & Bonus Gap Analysis

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 2022, i.e., for the 2021 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.

2022	Mean (Average)	Median (Mid-point)
Hourly fixed pay	12%	17.3%
Bonus paid	23.5%	2%

The illustrations below represent the proportion of males and females who received a bonus in the year up to 5th April 2022.



Comparative View: 2021 to 2022

	2021	2022
Total Headcount	267	332
Male Headcount	190	232
Female Headcount	77	100
Gender pay gap mean rate pay	3.6%	12%
Gender pay gap median rate pay	4.7%	17.3%

Gender pay gap mean bonus	41%	23.5%
Gender pay gap median bonus	23.4%	2%
Male proportion receiving annual bonus	26.8%	25%
Female proportion receiving annual bonus	18.9%	18.8%

Since 2017, Expleo Technology has completed the gender pay gap report with the aim of continually reducing our pay gap each year. 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. Despite previous focused gender initiatives completed in 2021 and 2022, unfortunately, this year we have been unable to reduce our gap.

Due to business expansion, we are delighted to have been able to increase our headcount by 24% since the previous reporting period. However, a demand for more technically skilled roles within our industry, which is heavily male dominated, has widened the gender pay gap. We have a majority male workforce and our senior management roles have a majority male representation. Other contributing factors have included an increase in females occupying roles in the lower quartiles, in contrast to males. This has caused an unequal distribution of males and females.

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:

- 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 employers and career returners to enable professionals to return to work after an extended career break.
- 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.

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.

- 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.

Development & Retention:

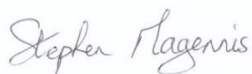
- We will continue to invest in diversity and inclusion training for all levels of our workforce.
- Identifying high potential talent through succession planning conversations, and through our Talent Review process, will be key to growing females into more senior roles in the organisation.
- Actively 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 will further strengthen our existing career development roadmaps to advance internal progression.

Reporting:

- Continuous monitoring and benchmarking of pay and benefits to retain and attract more females into our organisation.
- 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.

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