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Expleo Engineering 2020 Gender Pay Gap Report

Expleo Engineering UK is duty bound to provide the following information for the Gender Pay Gap reporting (*Equality Act 2010 (Gender Pay Gap Information Regulations 2017 and the Equality Act (Specific Duties and Public Authorities) Regulations 2017*). The report provides information in relation to the pay for our Male and Female staff across our Monthly and Weekly payrolls. These payrolls hold the information for the 615 employees who were employed on a PAYE basis as at 5th April 2020.

The table below shows the Mean and Median average difference between the hourly pay for our Male and Female employees, for the year to 5th April 2020. This shows an increase on the Mean 2019 figure of 26.20% but a reduction in the Median average of 25.20% in 2019.

Expleo Engineering UK Pay

	Mean Average	Median Average
Hourly Pay	29.00%	23%

The table below shows the Mean and Median average difference between the bonus pay for our Male and Female employees, for the year to 5th April 2020. There is a decrease in the Mean bonus pay from 2018, which was 76.80% and an increase in the Median average, which was 64.80% in 2018.

Expleo Engineering UK Bonus Pay

	Mean Average	Median Average
Bonus Pay	76.90%	81.90%

The proportion of Male and Female employees that receive a bonus has increased within their gender sectors, with **17.00%** of Males receiving a bonus (10.60% in 2019) and **16.4%** of Females in receipt of a bonus (15.90% in 2019).

Expleo Engineering UK Quartile Summary

The Expleo Engineering UK hourly rates, for all employees, both male and female, are listed in numerical order and split into 4 bands to show the proportion of male and female employees in each band.

- Lower Quartile:** This lower quartile is made up of 66.90% Males and 33.10% Females
- Lower Middle Quartile:** This lower middle quartile is made up of 77.50% Males and 22.50% Females
- Upper Middle Quartile:** This upper middle quartile is made up of 83.10% Males and 16.90% Females
- Upper Quartile:** This upper quartile is made up of 92.30% Males and 7.70% Females

Expleo Technology 2020 Gender Pay Gap Report

Our commitment to diversity

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 2020, held a combined headcount of 258 employees: 185 males and 73 females.

For four years, Expleo has completed the gender pay gap report and have continued to reduce our pay gap each year. This reflects our commitment to delivering against our gender pay gap action plan.

In 2020 we experienced a high percentage of growth to our revenue enabling us to fulfil many aspects of our 2019 gender action plan. We offered flexible working options to prevent potential childcare barriers that employees were facing. We continued our gender balance campaigns from both a global and local perspective, which has helped to gain more female applications for both internal and external roles. We facilitated several internal promotions, a significant proportion of these included hiring women into senior roles.

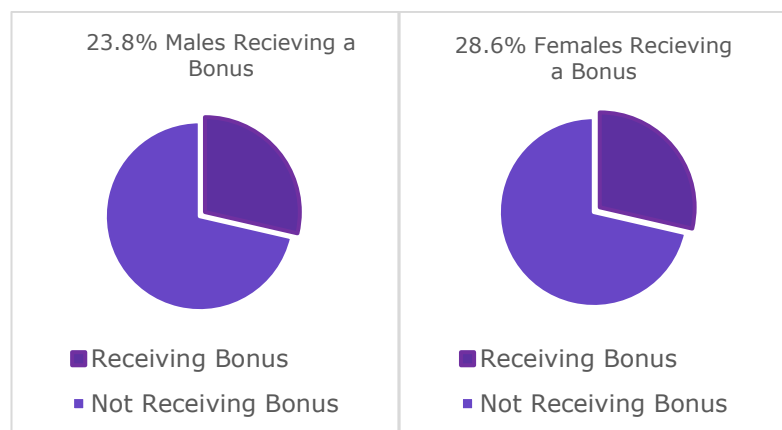
Expleo Technology Pay & Bonus Gap Analysis

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 2020, i.e., for the 2019 performance year.

The mean metric shows the percentage gap in the average salaries (including bonus payments) of men and women based on standard hourly rates of pay. The median metric shows the percentage gap in the median salaries (including bonus payments) of men and women based on standard hourly rates of pay. The median is the middle value when all the values are ranged from highest to lowest.

2020	Mean (Average)	Median (Mid-point)
Hourly fixed pay	-12.8%	8.7%
Bonus paid	32.4%	46.9%

Expleo have been significantly able to reduce the gender pay gap. In response to the previous gender pay gap reports, we made a commitment to address the disparity in pay amongst our employees. Some of these initiatives included consciously hiring more females into the organisation, as well as promoting and growing our internal female talent. This is also resulted in more females receiving bonus payments, given there are more females in senior positions. The table below is the proportion of males and females who received a bonus in the year up to 5th April 2020.



Pay quartiles reflect Expleo’s Grade Banding, the report 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).

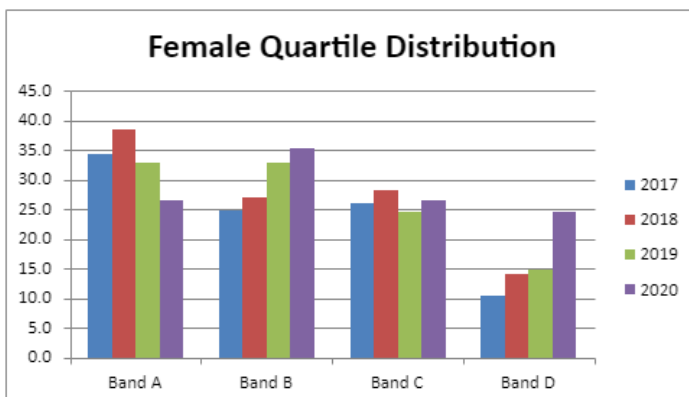
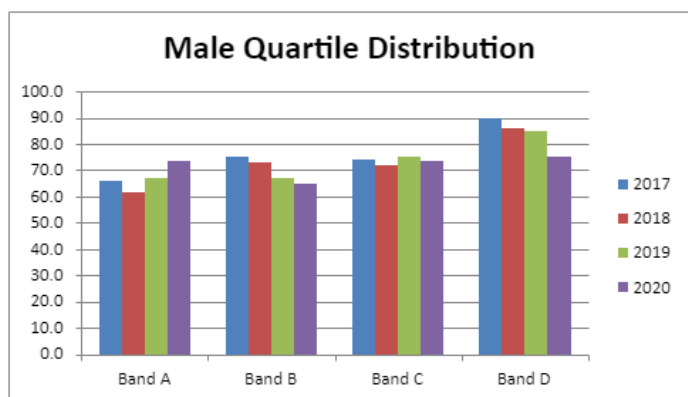
The table below shows the percentage of male and females in each quartile.

2020	Males	Females
Band A (lowest)	73.4%	26.6%
Band B	64.6%	35.4%
Band C	73.4%	26.6%
Band D (highest)	75.4%	24.6%

Comparative View: 2017 to 2020

The data below shows a comparative view since Expleo started reporting for gender pay gap. The headcount has naturally increased and decreased over various years, however, we have still continued to close the gender pay gap.

	2017(%)	2018(%)	2019(%)	2020(%)	Change from 2018 and 2017	Change from 2019 and 2018	Change from 2020 and 2019
Gender pay gap mean pay rate (%)	31.6	20.2	26.1	-12.8	-11.4	+5.9	-38.9
Gender pay gap median pay rate (%)	17.8	18.6	19.5	8.7	+0.8	+0.9	-10.8
Gender pay gap mean bonus (%)	72.9	65.0	44.8	32.4	-7.9	-20.2	-12.5
Gender pay gap median bonus (%)	54.6	41.7	38.2	46.9	-12.9	-3.5	+8.7
Male proportion receiving 12m bonus (%)	22.6	27.2	31.8	23.8	+4.6	+4.6	-8.0
Female proportion receiving 12m bonus (%)	18.2	20.2	29.1	28.6	+2.0	+8.9	-0.5





Expleo Action Plan:

Initiatives that will continue to reduce our gender pay gap

Over the past four years we have made strides forward and have seen progress in the reduction of our gender pay and bonus gap from 2017 through to 2020. Reviewing our results, we recognise that we still have work to do. We will continue to build on the good work we have done and are committed to pushing the boundaries further to reduce our gap by targeting the key areas that we know have the biggest impact:

Recruitment:

- We are making sure that our recruitment opportunities are open and attractive to all. We have further enhanced recruitment processes to reduce any unintended bias. We are using data to monitor our progress and to ensure selection from a diverse and broad talent pool.
- The development of gender diversity in leadership positions is a critical area for our business. We are committed to further supporting and promoting women into senior positions through interventions both internally and externally.

Reporting:

- Data analytics is a key indicator to educate our company to understand exactly where gaps exist and more importantly when they are developing or trending so we can intervene earlier. We will use this data to spot opportunities that will enable us to take more data-driven decisions to narrow these gaps.
- Continuation of pay monitoring to ensure that there is no gender bias in terms of recruitment, pay review or within the promotion process.

Policies and Procedures:

- Shared Parental Leave is still an area where there is minimal uptake. 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. We will continue to educate and promote this policy.
- We will focus attention on providing equal opportunities for career enhancing roles and review the gender balance on career defining engagements. 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.

Learning & Training:

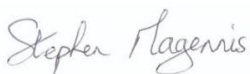
- We will invest in diversity training for all levels of our workforce and continue to deliver education sessions around our diversity policy and KPI diversity tracking to ensure awareness.
- A key strategy to tackle this will be to succession plan ensuring continuous conversions throughout our talent management cycle to certify development and training opportunities.

Continuous Improvement:

- We will further encourage more females into the industry (from STEM level right through to senior roles). Industry collaboration and partnership with schools and universities will be key to encourage more women into technology.
- Career sponsorship and senior mentor programmes is an area we are investing in to ensure career progression and support for high potential females. This is a vital part of giving individuals the network and support to reach their full potential.
- Continue to recognise those who make a positive contribution to our diversity targets.

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