

ENSONO GENDER PAY GAP REPORT 2020

OUR GENDER PAY GAP PROGRESS

This Report follows our 2018 Report, as the requirement to publish a 2019 Gender Pay Gap Report was suspended due to the COVID19 pandemic. Our latest results include a number of employees who had not been employed by the company in the 2018 reporting year and who came to us as a result of two separate transfers of undertakings. Those transfers had a male to female ratio higher than our prior population and added 2% to the mean average gender pay gap and 3% to the median gender pay gap. We were however pleased to see the median gender pay gap reduce significantly over the past two years.

Below are some of the long-term strategic goals the company has adopted along with details of our mean and median hourly gender pay gap as at the snapshot date of 5 April 2020 and our bonus pay gap (that is the difference between men and women's mean and median bonus pay over a 12-month period). These are calculated using the mechanisms set out in the gender pay gap reporting legislation. The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It does not show differences in pay for comparable jobs. Ensono is committed to providing equal pay for equal work.

OUR GENDER PAY GAP DATA

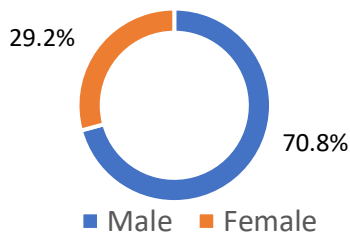
DIFFERENCE BETWEEN MEN AND WOMEN:

	Mean (average)	Median (middle)
Gender Pay Gap	12.12%	1.01%
Gender Bonus Gap	31.62%	14.80%

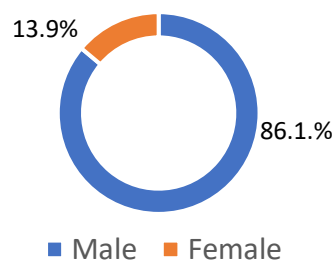
Proportion of males and females receiving a bonus	
Male	79%
Female	81%

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE BAND:

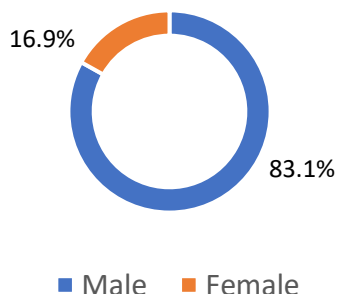
Upper Quartile



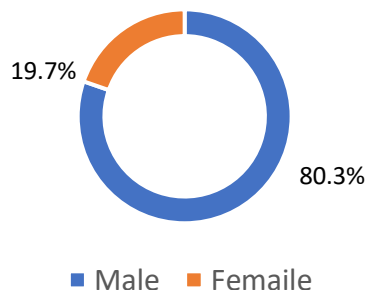
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



UNDERSTANDING THE GAP...

The figures show that Ensono has a mean gender pay gap of 12.12% and a median gender pay gap of 1.01%. Whilst the mean gender pay gap has increased slightly by 0.24% from the prior (unreported) year, the median figure has reduced by over 5% which is a reduction over 4 consecutive years. This is indicative of the hard work we have made to hiring and encouraging internal promotion opportunities for our female workforce which has resulted in more females now being in the higher quartile. However, the gender bonus gap has increased, which has been heavily influenced by a bonus paid against a particularly large sales opportunity. This shows that we still have more work to increase female representation within our sales organisation. The reporting period includes a number of individuals who were furloughed, which adversely impacted the % eligibility for bonus figures.

The technology sector continues to face a significant challenge to inspire more women to develop careers into technical roles. Men have traditionally dominated the Information Technology sector, and this is reflected in our organisation where 80% of employees are male and 20% females.

The two main reasons for our gender pay and bonus gaps remain the same:

1. an imbalance of men and women throughout the organisational hierarchy, because inevitably people in more senior positions receive the highest pay; and
2. the under-representation of women in senior technical roles and in sales roles. These positions attract high levels of remuneration due to scarcity of skills or competitive markets.

We are making good progress in recruiting women into key roles within the organisation and will continue to support this, alongside working with our internal promotion opportunities in technical roles.

HOW ARE WE TAKING ACTION TO CLOSE THE GAP?

We are committed to addressing our gender pay gap as part of a wider aim to make Ensono a diverse and inclusive workplace where women succeed and prosper.

We continue with practices that will assist these goals:

- Implementing gender neutral practices in our recruitment process;
- Providing support and incentives for female employees returning to work after maternity leave;
- Providing clearer opportunities for women to be promoted into management roles; and
- Job levelling with market pay ranges to guide compensation planning.

Over the last year we have continued to improve opportunities for women through the following:

- Showcasing our female leaders and featuring their voices in our external marketing relative to IT and women in IT
- 33.3% (up from 25% in 2018) of our external hires in 2020 were women (excluding the acquisitions/TUPE transfers)
- Enabling more women to progress and thrive in senior management roles by providing continual 1:1 coaching support
- Further supporting our 'Ensono Women Connected' Initiative which actively drives diversity awareness across the whole company, showcases some of our best female achievers and supports International women's day
- Providing support and opportunities for female employees to attend conferences and seminars whilst recognising that they often have proportionately greater caring responsibilities than male employees
- Introduction of 'ParentCloud' which is a platform with free help, advice and webinars plus the opportunity to have 1:1 virtual advice sessions on a variety of subjects from fertility, pregnancy, baby sleep patterns, breastfeeding to how to deal with teenage depression, eating disorders, and virtual home schooling.
- Our family friendly culture is underpinned by policies and guidance implemented in support of all of our working parents.
- Providing ongoing diversity educating for managers including in relation to unconscious bias covering all aspects of the employee lifecycle

Statement of accuracy

I can confirm that the gender pay gap data contained in this report for **2020** has been calculated in accordance with and to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to be 'J. Jones'.

VP Culture and People Experience, Europe