

ENSONO GENDER PAY GAP REPORT 2021

OUR GENDER PAY GAP PROGRESS

This Report follows our 2020 Report.

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 2021 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.

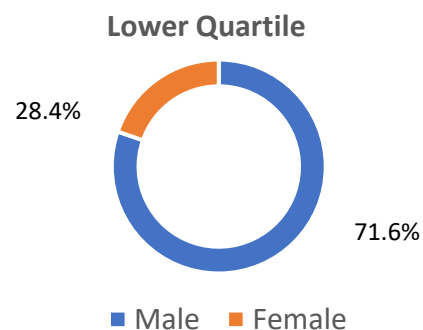
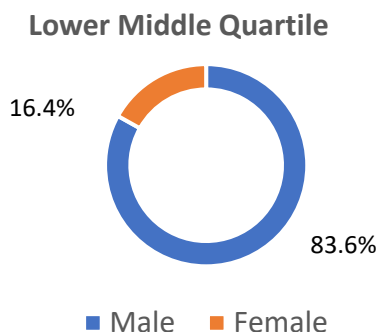
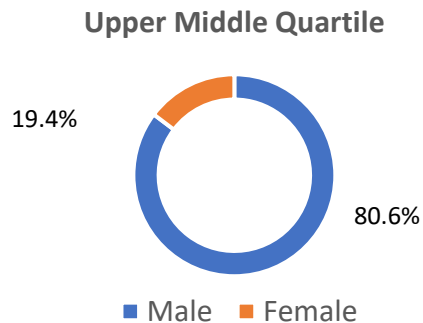
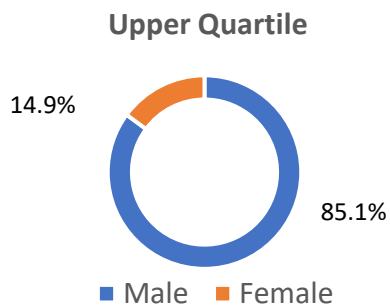
OUR GENDER PAY GAP DATA

DIFFERENCE BETWEEN MEN AND WOMEN:

	Mean (average)	Median (middle)
Gender Pay Gap	13.83%	12.13%
Gender Bonus Gap	24.43%	2.74%

Proportion of males and females receiving a bonus	
Male	92%
Female	91%

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE BAND:



UNDERSTANDING THE GAP

The figures show that Ensono has a mean gender pay gap of 13.83% and a median gender pay gap of 12.13%. The mean gender pay gap has increased slightly by 1.71% from the prior reported year, and the median figure has increased by 11.12% whilst still lower than the mean figure.

However, the median gender bonus gap has decreased by 7.9%, and the mean bonus gap has dropped by 12.06% to 2.74% in the past year, which demonstrates our commitment to addressing gender pay issues. The percentage of males and females now receiving a bonus is nigh on the same, with the majority of our employees now included in a performance based bonus plan that rewards against company and individual performance; this scheme provides an equitable approach to bonus award, which is supported and evidenced by these figures.

However, this report shows that we still have more work to do to increase female representation within our company - female representation dropped from 20.3% to 19.8% with an overall headcount reduction of 9.37%. The lack of growth in employee numbers in this period was due, in part, to a reduction in new projects as our clients continued to weather the storm of the global pandemic.

The technology sector continues to face a significant challenge to inspire more women to develop careers into technical roles.

The two main reasons for our gender pay and bonus gaps are as follows:

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.

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
- Recruiting a female European Managing Director in June 2021
- Enabling participation for all associates in a broad based equity plan (as a result of a change in ownership to KKR private equity), strengthening our remuneration package offering and our position as an attractive long-term employer
- Launching a women's mentoring program in the UK in 2022
- 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
- Our family friendly culture is underpinned by policies and guidance implemented in support of all our working parents.
- Providing ongoing diversity education for managers including in relation to unconscious bias covering all aspects of the employee lifecycle
- Continuing with fully supported hybrid and home working options, notwithstanding the pandemic restrictions having been lifted

In addition to the above, KKR have a number of mature DE & I initiatives which Ensono will seek to leverage throughout 2022 and beyond.

Statement of accuracy

*I can confirm that the gender pay gap data contained in this report for **2021** 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, consisting of a large initial 'S' followed by a series of loops and a final flourish.

VP Culture and People Experience, Europe and India