

Ensono Gender Pay Gap Report 2022

This report follows our 2021 report and covers 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 April 2022 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.

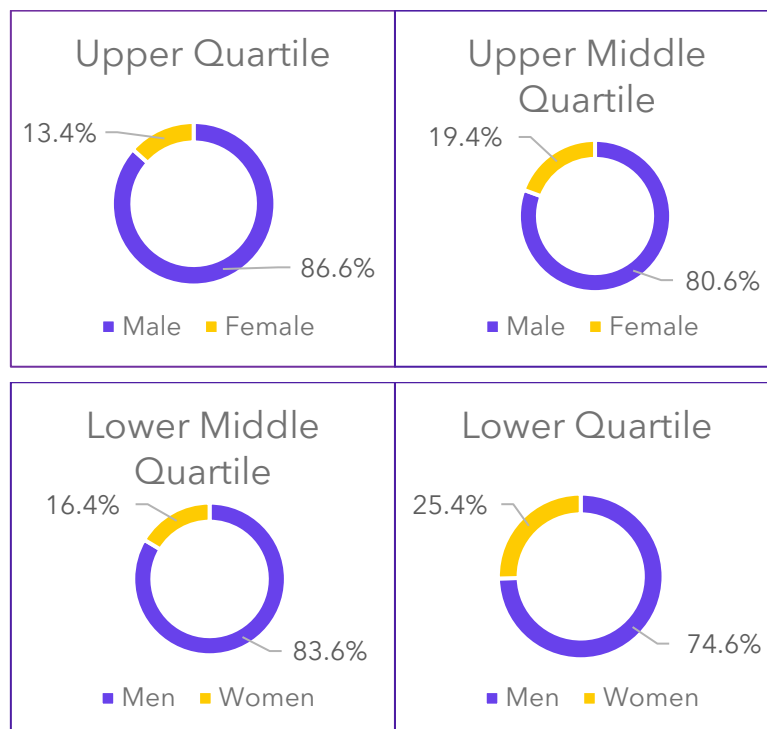
Our Gender Pay Gap Data

The Difference Between Men & Women

	Mean (average)	Median (middle)
Gender Pay Gap	1.72%	16.19%
Gender Bonus Gap	16.18%	9.23%

Proportion of men & women receiving bonus	
Male	91 %
Female	85 %

Proportion of Men & Women in Each Quartile Band



Understanding the Gap

The figures show that Ensono has a mean gender pay gap of 1.72% and a median gender pay gap of 16.19%. The mean gender pay gap has decreased by 88% from the prior reported year, and the median figure has increased by 33%. We have more work to do to increase female representation within our company as the number of female employees in the reporting period dropped by 6% on the prior year.

The mean bonus gap has decreased by 84% to 16.18% in the past year, which is broadly due to the women eligible for bonus, being paid a higher value over the reporting period, compared to the previous 12 months.

The median gender bonus gap has increased to 9.23% due to a 5% decrease in the number of women eligible for bonus in the period coupled with the decrease in overall female employees. Whilst all employees are eligible to participate in bonus or other variable pay some were not due a payment due to not being employed and working in the qualifying period.

The technology sector continues to face significant challenges to inspire more women to develop careers within the industry and our business is no exception to this, with our main reasons for our gender pay and bonus gaps being:

- An imbalance of men versus women generally within the organization.
- An imbalance of men versus women in senior and leadership roles.
- An imbalance of men versus women in senior technical or sales roles. These positions attract high levels of remuneration due to scarcity of skills or competitive markets.

What actions are we taking 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 can thrive. To that end we continue with the following practices that assist this goal:

- Providing support and incentives for female employees returning to work after maternity leave.
- Providing clearer opportunities for women to be promoted into management roles.
- Job levelling with market pay ranges to guide compensation planning.
- Showcasing our female leaders and featuring their voices in our external marketing relative to IT and women in IT.
- Eligibility for all associates in a broad-based equity plan, thus strengthening our remuneration package offering and our position as an attractive long-term employer.
- Following the successful launch in 2020, the Women's Mentoring Program continues and has been rolled out globally.
- Ongoing global support for "Ensono Women Connected" which actively drives diversity awareness and education across the whole company, showcasing some of our best female achievers and supports International Women's Day and Women's History month.
- Continual support and opportunities for female employees to attend conferences and seminars whilst recognising that they often have proportionately greater caring responsibilities than male employees.

- Our 'ParentCloud' platform continues to provide free help, advice, and webinars plus the opportunity to have a number of 1:1 virtual advice session, on a variety of subjects from fertility, pregnancy, baby sleep patterns and breastfeeding to how to deal with teenage depression, eating disorders.
- Our family friendly culture is underpinned by policies and guidance implemented in support of all our working parents an example being we increased our paternity leave from 2 weeks to 6 weeks full pay.
- Providing ongoing diversity educating for managers including in relation to unconscious bias covering all aspects of the employee lifecycle.
- Womens' Leadership Program, which aims to create a leadership cohort of talented, driven women leaders who are ideally placed for growth and critical business success. The program has been developed with an acute understanding of workplace challenges faced by female professionals, the science of executive presence to create a leadership curriculum.

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.



Jill Gates, VP Culture & People Experience, India & Europe