

## syncreon Technology UK 2018 Gender Pay Gap Report

### Overview

As syncreon Technology UK employs more than 250 people it is required to publish details of its gender pay gap to comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Our headcount as at 5<sup>th</sup> April 2018 is 258. However, our analysis is based on 257 eligible workers and included in the calculation criteria. Our gender balance for those included in the calculations is as follows:

- Women: 93
- Men: 164

### Pay & Bonus Gap

#### Difference between men and women

	<b>Mean</b>	<b>Median</b>
Pay gap	26%	7%
Bonus gap	56%	89%

The above shows our overall mean and median gender pay gap based on hourly rates of pay as at the 5<sup>th</sup> April 2018. It also shows the mean and median difference between bonuses paid to males and females at syncreon Technology UK in the year up to 5<sup>th</sup> April 2018.

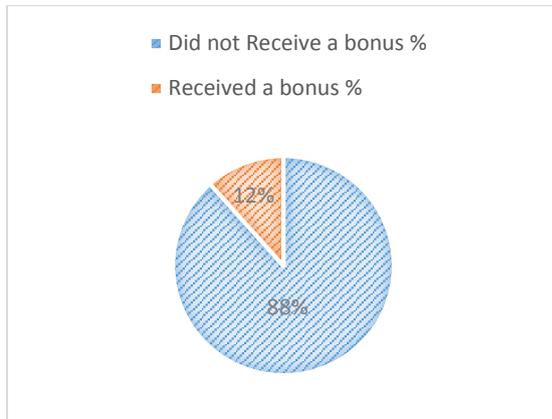
syncreon Technology UK's mean pay gap is 7.9% higher than the last UK Gender Pay Gap reported in 2017 which was 18.1% across all industries.

When looking at our Pay and Bonus gap it is predominantly driven by two key factors, the first being that there are a higher proportion of men in our management/senior management roles and secondly a higher proportion of women in our lower pay quartile. This ratio is not as a result of our recruitment and selection policy.

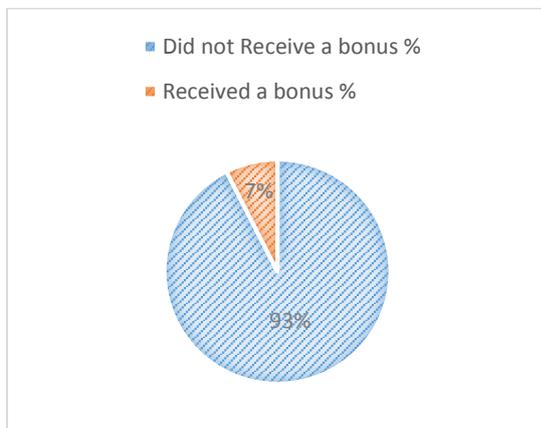
At Team Leader level and below all employees receive the same rate of pay for their job role regardless of their gender. For job roles above Team Leader level, salaries may differ but gender is not the differentiator. At syncreon we are confident that men and women receive equal pay for doing equivalent jobs across our business where they are equally comparable.

## Proportion of employees awarded a bonus in the calculation period

### Male



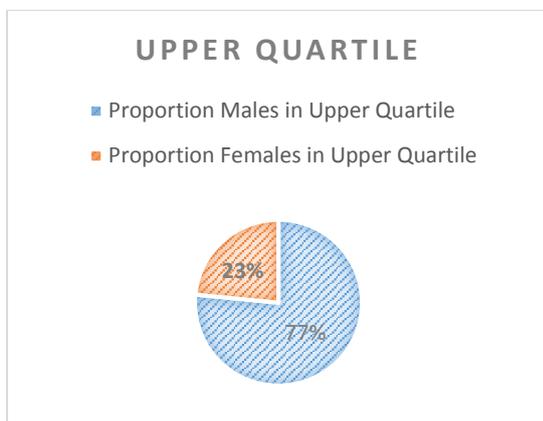
### Female



26 employees were paid performance related bonuses within the calculation period. 19 males, 12% of our male population and 7 females, 7% of our female population are eligible for a performance related bonus. There are more males in job roles that are bonus eligible.

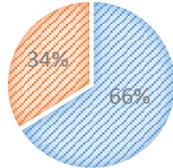
All bonuses paid in the Company are gender neutral by design.

### Pay Quartiles



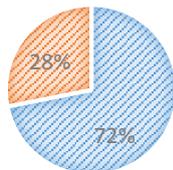
### UPPER MIDDLE QUARTILE

- Proportion Males in Upper Middle Quartile
- Proportion Females in Upper Middle Quartile



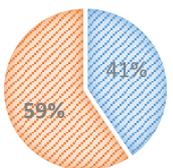
### LOWER MIDDLE QUARTILE

- Proportion Males in Lower Middle Quartile
- Proportion Females in Lower Middle Quartile



### LOWER QUARTILE

- Proportion Males in Lower Quartile
- Proportion Females in Lower Quartile



As our data shows our mean gender pay gap is 26%, and we understand what is driving this, we acknowledge that there is work to do. We are committed to the principle of gender pay equality and need to look at steps we may be able to take to reduce or eliminate our gender pay gap.

We are confident that syncreon's gender pay gap is not a pay issue, we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce. In determining pay and reward for our employees we balance a number of factors, including the economic climate, company performance as well as the external market for the roles that we offer.

syncreon Technology UK employs and promotes staff based on merit and regardless of any protected characteristic.

Work/Life balance is one of syncreon's Core Values and we offer our employees a range of flexible working options in support of this. These options include part-time working, job share, home working, flexi-time and we comply with statutory leave entitlements. Some of our employees choose these options where they can be facilitated.

We will be open and transparent with our employees about our gender pay gap and will encourage them to contribute ideas for ensuring the gender pay gap is reduced or eliminated in the future. Through our Employee Forums, we will encourage employees to raise issues that they believe contribute to gender inequality and we will work with them to break down barriers where they exist.

We are calling on other organisations we work with who supply syncreon Technology UK with employees or workers to support us, where possible, in reducing or eliminating our gender pay gap.

I confirm that syncreon Technology UK have prepared our 2018 gender pay gap results in line with mandatory requirements and the data reported is accurate.

**Mike Valentine**

**Senior Vice President - HR**