



VERSION 1



**Version 1 - UK Gender
Pay Gap Report 2019**

A few words from our HR Director - Jarlath Dooley

“ We believe with continued focus and supported changes; the dial will continue to move towards a more inclusive workplace for all. ”

Since officially publishing our gender pay gap in April 2018, we are happy to report an improvement in our mean pay gap and decrease in our median pay gap. It is acknowledged that there is a disproportion of male to female employees within the IT industry. Our gap mirrors this and is primarily caused by fewer women in senior and highly paid technical roles. While our pay gap numbers show a mixed result, our culture has seen tangible change over the past two years thanks to a consistent, determined focus on Inclusion at Version 1. Our commitment to driving and fostering Diversity & Inclusion is central to achieving a great workplace and delivering well-rounded diverse business solutions.

Upon launching our Diversity & Inclusion committee over two years ago, we committed to examining our gender imbalances across the organisation. We discovered that our senior management pool was predominately male with a ratio of 3:1 in favour of men. There were no females on the executive team.

The first thing we did was to engage in unconscious bias training across the organisation. This was a fascinating exercise because it shows the kind of learned stereotyping that exists if not addressed and how conditioned your thinking can become. This was a great first step in the effort to achieve a better balance. But it simply isn't enough to recognise that there are issues in how companies think, communicate and engage; it must then implement initiatives to change behaviours and

culture. For the Version 1 team, the training raised awareness, set challenges and focused our thinking on improvements.

The next layer we examined was that of the interviewing process. We discovered a leaning towards male-dominated interviewing panels. Predictably, males in technology interviewing for jobs in technology were going to hire more males in technology. We started to mix interview panels upon this discovery and now ensure have a balanced panel in terms of gender. This has also positively impacted our employment offer acceptances from women; as women are more inclined to work for a company that are taking measures towards a better balance.

The combination of all these changes has paid off. Two years on, there are now two women on the executive team, the senior management team has more female representation and last year, 50 per cent of those promoted to senior management were women, with a 50:50 pool of candidates for future promotions. We were proudly awarded the title of 'Best Workplace for Women' in the 2019 Great Places To Work awards. While we are not where we want to be yet, we believe with continued focus, effort and supported changes, the dial will continue to move towards a more inclusive and diverse workplace for all.

Jarlath Dooley, HR Director.



Working to close the gap

How we're taking action for sustainable change

Our analysis confirms the mean gap has decreased from 18.1% in April 2017 to 15.8% in April 2018 and the median gap has decreased from 18.1% in April 2017 to 16.2% in April 2018.

Like many other companies in our industry, our gap is primarily caused by having fewer women in senior grades and highly paid technical roles. When we compare pay for equal or similar work across our organisation, the gap is marginal.

Our plan is to achieve a year on year improvement in our gender pay gap and balance of male to female employee ratio. We are confident we are tackling this gap in a proactive way with the help and guidance from our Senior Leadership Team and Diversity and Inclusion Committee.

Some of our work towards closing the gap includes:

- **Proud Sponsor of the Women in Tech Awards.**
- **Mandatory Unconscious Bias training across the organisation.**
- **Enhanced Maternity leave; moving from statutory to six months full pay.**
- **Organising targeted mentoring opportunities for women.**
- **Ensuring that leadership development programmes have a diverse balance of participants.**
- **Analysing and amending our recruitment approach and process to add a more inclusive approach to hiring.**
- **Reboot Programme – a programme focused at women returning to the workplace.**
- **Continuing inclusion education for our leaders, hiring managers, recruitment and HR teams.**
- **Gender Diversity Programme which includes actively working on gender balance in IT and STEM as a wider group of industries.**
- **Grassroots projects - building relationships with local schools and communities and allocating STEM ambassadors.**
- **Promoting our female role models within the workplace and ensuring there is a balanced approach to communications from senior management going out to the wider business.**
- **Celebrating International Women's Day with an inclusive panel of speakers.**



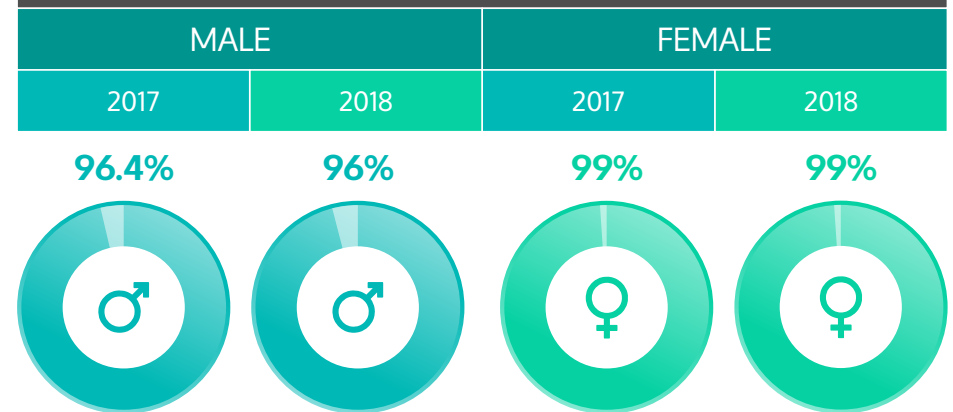
A quick look at the headlines

Our headlines confirm our median and mean gender pay gap (based on our hourly rates of pay at the snapshot date of April 4th, 2018) and bonus pay gap (based on bonuses paid in the 12 months to April 4th, 2018). They also show the proportion of men and women who achieved a bonus and the proportion of men and women by hourly pay quartile.

Mean and median pay and bonus gap

YEAR	MEAN		MEDIAN	
	2017	2018	2017	2018
Gender Pay Gap	18.17%	15.80%	18.19%	16.24%
Gender Bonus Gap	29.78%	26.80%	7.93%	5.45%

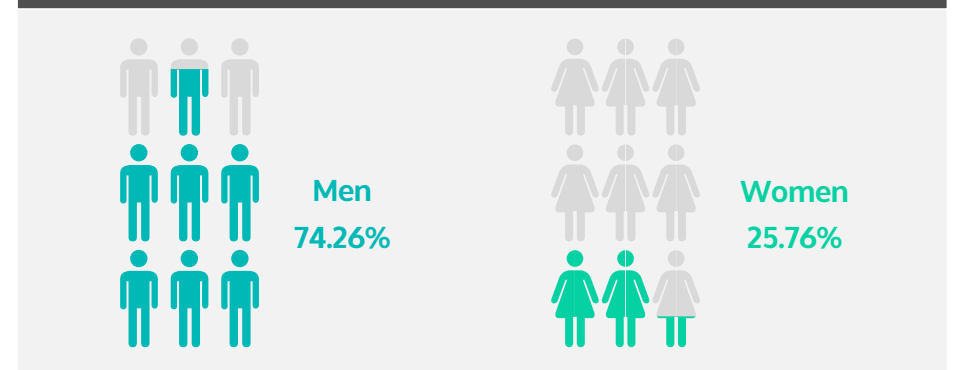
Proportion of employees receiving a bonus



Proportion of employees in each pay quartile band

PER QUARTILE	MALE		FEMALE	
	2017	2018	2017	2018
Upper	81.8%	80.70%	18.2%	19.30%
Upper Middle	83.3%	82.40%	16.7%	17.60%
Lower Middle	69.2%	69.80%	30.8%	30.20%
Lower	63.6%	64.10%	36.4%	35.90%

Proportion of male and female employees



Diversity & Inclusion

Version 1 seeks the best person for every role – this means the person whose skills best match the job and who can best further our Mission and live our Core Values.

Creating a culture, we can all be proud of means the constant promotion of a work place and environment where employees can grow and be themselves. We have a wonderful variety of people and cultures across our organisation – we look to celebrate that when we can! At Version 1, we're proud that our Difference makes us unique. With that in mind, "Bring Your Difference" was launched in 2017. This programme and complimentary Diversity and Inclusion Committee was formed from a desire to ensure that all of our team members feel included, empowered, valued and able to bring their authentic self at work.

The programme and committee are sponsored by a member of our Executive Team and the aims are simple but effective:

- To foster a culture where everyone at Version 1 feels welcome and respected, regardless of gender, gender identity, race, age, sexual orientation, ethnicity, religion, disability or background; and
- To develop and hire talented people from groups that are under-represented (with specific gender targets) In order to drive greater diversity of thought across our business.

Key Achievements:

- Version 1's Community Trust programme has donated over £250,000 to nominated causes across the UK, Ireland and beyond, helping causes which are more closely related to our Diversity & Inclusion and CSR goals.
- "Bring your Difference" campaign launched with our [Alter Ego's video](#).
- Mandatory Unconscious Bias training across the organisation.
- Participated in the celebration of Cultural Diversity day with a complimentary video campaign.
- Distribution of a weekly internal newsletter curated by staff about Diversity & Inclusion updates and results.
- Insightful employee-submitted blogs hosted on our website that investigate topical issues and highlight the ongoing internal efforts of the initiative.
- Regular events that bolster our aims for this initiative are hosted by and attended by Version 1 staff – Pride, Diwali, International Women's Day, International Men's Day and many more.
- Hosting talks and panel discussions that our employees can attend to better understand the ongoing Diversity & Inclusion efforts internally.

