VERSION 1

Version 1 UK
Gender Pay Gap
Reporting 2020

A few words from our People Success Director – Jarlath Dooley

"We are working towards building an inclusive future, not only in Version 1 but within our local communities."

Gender Pay Gap (GPG) reflects the difference between hourly average male and female pay. Since first officially publishing our Gender Pay Gap in April 2018, we are happy to report a year on year improvement in our mean pay gap and a decrease in our median pay gap. While our pay gap numbers show a mixed result, our culture of Trust and Empowerment has seen a tangible change over the past three years, thanks to a consistent and determined focus on Inclusion at Version 1. Our commitment to driving and fostering Diversity, Inclusion and most recently Belonging, is central to achieving a great workplace and delivering well-rounded diverse business solutions for our customers.

Upon launching our Diversity, Inclusion and Belonging committee over three years ago, we committed to examining our gender imbalances across the organisation. We continuously assess ourselves against the employee lifecycle model, ensuring we can make a positive impact across the whole employee journey. More details on this can be viewed under *Working to Close the Gap*.

We understand the importance of keeping the trust of our employees by making sure we approach all situations in a transparent manner. We continue to review our global reward structures and compensation packages on a quarterly basis, ensuring we have a consistent approach to our rewards packages and removing the opportunity for any unintentional gender bias. While there is no GPG reporting requirement in the Republic of Ireland, we recognise the importance of transparency and plan to publish a UK and ROI GPG report as well as the statutory UK reporting.

The IT industry continues to have a disproportion of male to female employees. Whilst our gap mirrors this, primarily caused by fewer women in senior and highly paid technical roles, we have been observing continuous positive year on year progress in bridging the gap over the last few years. 2019 not only brought the first female promotion to our Executive Board but also an unprecedented 67% of senior management promotions being women. Overall, we are confident that men and women across our organisation are paid equally for doing the same job. Seniority, responsibilities, skills, experience and other role characteristics are the factors deciding pay.

Thinking long-term, we are working towards building an inclusive future, not only in Version 1 but within our local communities, through our Community First programme. The objective of this initiative is to improve employment opportunities in our communities by supporting awareness, education, skills and access by leveraging technology. We run successful group-wide programmes with the goal of introducing young females into the world of IT and hopefully a new career opportunity. Therefore, tackling the gender imbalance from the early years.

While we are not where we want to be just yet, we believe that with continued focus, effort and supported changes, the dial will continue to move towards a more inclusive workplace for all.

UK Gender Pay Gap results 2019

Overview

Last year, our plan was to achieve year on year improvement in our gender pay gap and we have come a long way. The UK pay and bonus gaps have decreased, with the mean pay gap improving by 4.43% between the 2018 and 2019 figures.

Now, we need to continue with the progress we are making and drive on with bridging the gap.

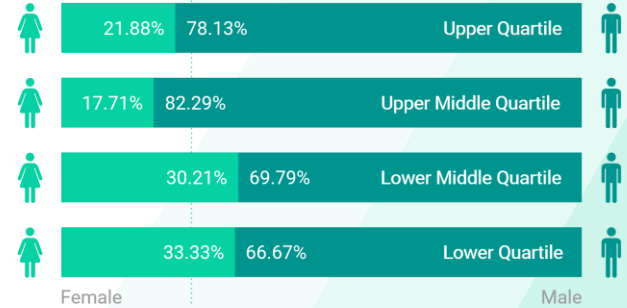## Overall Gender distribution

Male 74.22%

Female 25.78%

Gender Pay Gap Quartile Figures

Pay quartiles are prepared by ordering the population by ordinary pay from lowest to highest then dividing them into four equal sub-populations to show gender distribution according to each quartile.
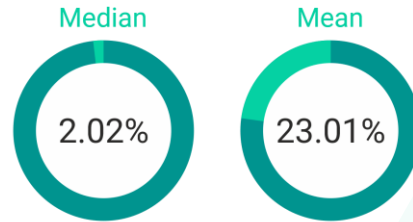
	Female	Male	
Upper Quartile	21.88%	78.13%	
Upper Middle Quartile	17.71%	82.29%	
Lower Middle Quartile	30.21%	69.79%	
Lower Quartile	33.33%	66.67%	

Female   Male

Gender Pay Gap in Hourly Pay

The Ordinary Pay Gap represents the difference in the average regular pay for male and female employees.

Median
13.89%

Mean
11.37%
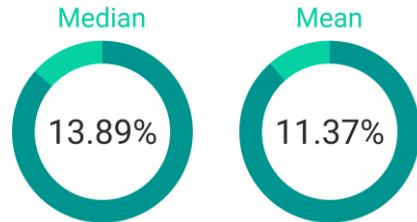
Gender Pay Gap in Bonus Pay

The Bonus Pay Gap represents the difference in the average bonus pay for male and female employees.

Median
2.02%

Mean
23.01%

Proportion of Bonus Payments

Proportion of Bonus Payments represents the proportion of males and females receiving bonus payments across the UK.

96%
Male

99%
Female
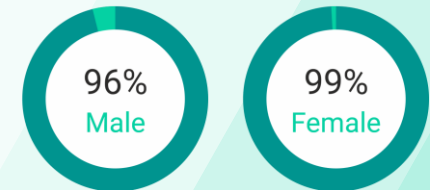
Working to close the gap

This year saw the introduction of our Employee Experience (EX) Team. It is their role to review all parts of the employee lifecycle and ensure our employees are having a positive experience. Together with the Senior Leadership Team and our existing Diversity, Inclusion and Belonging team, the EX Team continue to assess our employee lifecycle; ensuring a positive and inclusive approach throughout our employee journeys. This analysis has highlighted successfully implemented initiatives and areas for improvement, which we continue to work on. Our existing initiatives are highlighted below.

Attraction
- Utilising a gender decoder for our job adverts that highlights the feminine and masculine word ratio in an advert to make sure they are well-balanced as well as reach and appeal to candidates regardless of their gender
- Positive promotion of flexible working through job adverts
- Highlighting Version 1 as a gender progressive Company through links to our Diversity, Inclusion and Belonging website

Recruitment
- Continuous analysis of candidate and new hire data and feedback through our internal recruitment portal
- Interview training for managers and HR to eliminate unconscious bias
- All candidates undergo three psychometric tests with Thomas International emphasising personality, cognitive abilities and behaviour, gender is not considered. Over 1,000 candidates put through these tests in 2019.
- Reboot Programme, focusing on women returning to the workplace

Onboarding
- Utilising induction days to showcase inclusion and belonging with videos, stories of inclusive initiatives and role models from across the Company
- Building an inclusive culture where employees can belong, through our Diversity, Inclusion & Belonging initiatives; e.g. through our #startswithaname initiative, the new starters' team receives an email about the importance of pronouncing a name right with the correct pronunciation of their new starter's name
- Unconscious bias training available to new starters as part of their onboarding training journey

Development
- Proven record of our leadership development programmes having a diverse balance of participants
- Our Shadow Board, a forum made up of a diverse group of younger team members with the primary directive to provide insight, feedback and ideas to senior decision-makers in the business representing their generation's perspective, is well-balanced with a 46% female 54% male gender ratio
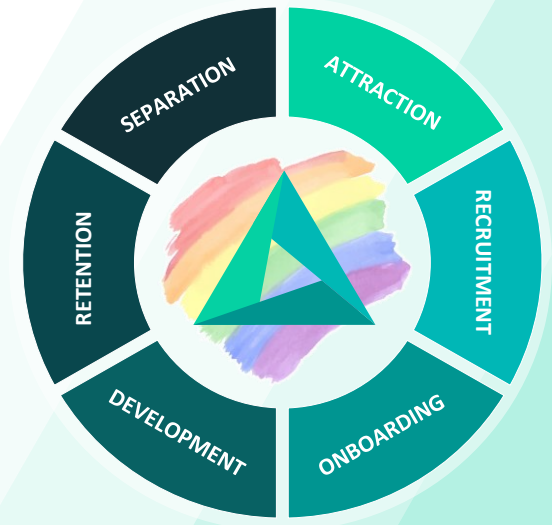
Working to close the gap continued

Development

- Continuing inclusion education for our employees through unconscious bias training
- Organising targeted mentoring and networking opportunities for women
- Focusing on Self Awareness and Empowerment, we have successfully ran over 10 workshops across the Company to make sure employees understand their profiles and are given the necessary tools to appreciate and accept their differences, in turn creating a sense of belonging
- With over 2,000 Thomas International Personal Profile Analyses completed in 2019, these have proven to improve self awareness while enhancing emotional intelligence, resulting in an improvement in soft skills and communication
- Our managers are trained to promote our benefits and flexible opportunities to empower employees
- Transparency with employees and managers on the promotion process through our 'quarterly rhythm'

Retention

- Company-wide enhanced maternity leave with 6 months full-pay and return to work support with flexible working opportunities
- Proud sponsor of the Women in Tech Awards
- Utilising internal media tools like our Strength in Balance Newsletter, TVs with Version 1 content and our Intranet to reinforce our inclusive approach
- Working towards a culture of recognition by celebrating International Men's Day and International Women's day, with a spotlight on recognising and praising men and women in Version 1. Over 1,000 individual praises received under these initiatives on our online interactive Praise Wall
- Supporting employees and their families with flexible working opportunities like remote-working, part-time working and parental leave options
- Transparent senior management involvement with Diversity, Inclusion and Belonging initiatives like our Cultural Diversity Day
- Emphasising our key theme of 'Bring Your Difference' through different initiatives like 'Alter Egos' that highlight employees regardless of their gender
- Community First initiative; building relationships with local schools and communities as a well as organising specific initiatives focusing on getting girls to choose IT as a career

Separation

- Regular exit interviews and exit surveys conducted to monitor bias
- Analysis of leaver data, concluding that there is a healthy gender balance of leavers in the Company

Lorna McAdoo, one of our senior managers, delivering our Community First initiative at the Titanic Women in Tech event

Year on year progress

Since officially reporting our Gender Pay Gap with the 2017 data, we are happy to report a year on year improvement across the board. While our pay gap numbers show a mixed result, our culture of Trust and Empowerment has seen a tangible change over the past three years, thanks to a consistent and determined focus on Inclusion at Version 1.

While we are not where we want to be just yet, we believe with continued focus, effort and supported changes, the dial will continue to move towards a more inclusive workplace for all. The below table breaks down the year to year continuous improvement of the gender pay gap in Version 1 UK.

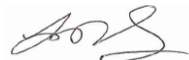| Year	Ordinary Pay											Bonus gap			
	Mean pay gap	Median pay gap	Upper quartile		Upper middle quartile		Lower middle quartile		Lower quartile		Mean bonus gap	Median bonus gap	Proportion receiving bonus	
			Male	Female	Male	Female	Male	Female	Male	Female			Male	Female
2017	18.17%	18.19%	81.82%	18.18%	83.33%	16.67%	69.23%	30.77%	63.64%	36.36%	29.78%	7.93%	96.40%	99%
2018	15.80%	16.24%	80.70%	19.30%	82.40%	17.60%	69.80%	30.20%	64.10%	35.90%	26.80%	5.45%	96%	99%
2019	11.37%	13.89%	78.13%	21.88%	82.29%	17.71%	69.79%	30.21%	66.67%	33.33%	23.01%	2.02%	96%	99%

Awards

Shortlisted as a Diverse Company of the Year at the Women In Tech Awards, 2019
Shortlisted for our Diversity and Inclusion Strategy at the IHR Awards UK, 2019
Lorna McAdoo, Head of Delivery at Version 1, won the IT Business Leader award at the Women In Tech Awards, 2019

Declaration

We confirm that Version 1's gender pay calculations are accurate and meet the requirements of the Regulations. We've followed advice from the Government Equalities Office on our methodology and data, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jarlath Dooley, People Success Director