



UNDERSTANDING THE GENDER PAY GAP DATA



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A KYOCERA GROUP COMPANY

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At Annodata we are committed to building a company and culture that reflects the societies in which we operate and, aligned with the Kyocera Philosophy, "provide opportunities for the material and intellectual growth of all our employees, and through our joint efforts, contribute to the advancement of society and humankind". Diversity is a driver of making more conscious and sometimes courageous decisions.

It boosts innovation and addresses opportunities from different perspectives. Monitoring our gender pay data, and more importantly, understanding the factors that contribute to differences is an important factor which helps us achieve that.

We know that our People represent a major source of our competitive advantage and alongside our products, services and innovative solutions, we continually looking at ways to improve what we do, how we do it and how we work with our employees and customers.

In the Sales and Technology sector, we recognise that the pool of senior female talent is smaller than some other sectors. We are a small, dynamic and relatively new company so competing for all talent (both male or female) against "global and household name" brands is not easy but we have a great foundation of female talent, a strong ethos of innovation and growth strategy, so we don't shy away from taking action.

We pride ourselves on being an ethical employer with a diverse, talented and motivated workforce and will work on improving in these areas throughout 2018 and beyond.

Our Values – **RIGHT (Reliable, Innovative, Growth, Helpful and Teamwork)** underpin what we do, so not only do we believe this is the right thing to do, but there are clear benefits to our employees and customers in achieving an even balance in pay across genders.

Gender Pay Gap



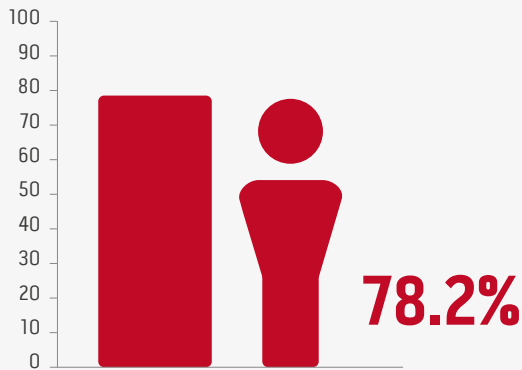
Bonus Pay Gap



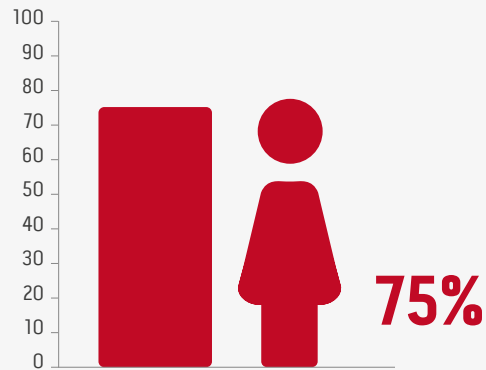
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Proportion Receiving Bonus Payment

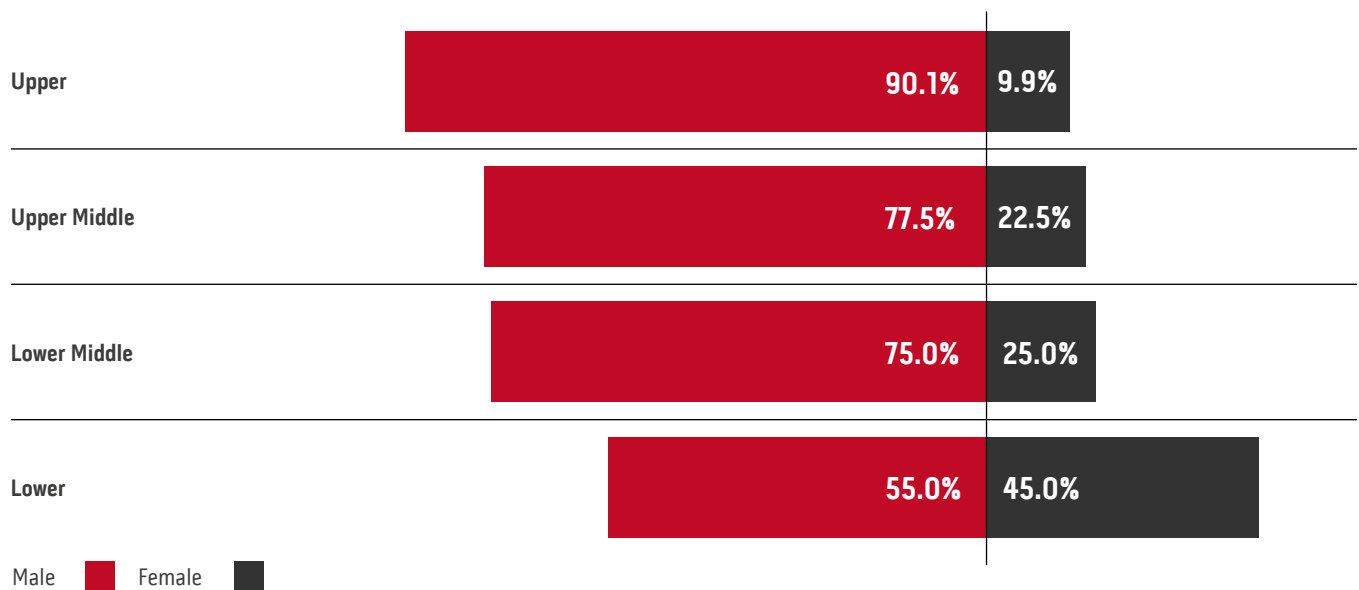
Percentage Males



Percentage Females



Proportion of Males and Females in each quartile pay band



Although we recognise we have a gender pay gap at Annodata, we also believe that closing that gap is a matter of taking a number of key steps and continuing to do the RIGHT things. We also know that closing this gender pay gap will take time and is a challenge faced not only by us, but by many other organisations in the sales and technology sectors as well as across different sectors national and social boundaries.

We are committed to taking action to improve our gender representation within the Company and will continue to drive this forward over the coming years.

Annodata has a greater proportion of male employees in senior roles and with higher salaries. Whilst the proportion of males and females eligible for bonus is very similar, having more males in senior roles means that these roles reward a higher bonus in percentage terms. This highlights that we need to do more to attract, support and encourage more women to fulfil their career potential.

Whilst we recognise that there is a Gender Pay Gap to be addressed in Annodata, for the record we would also like to clarify that where we have two or more people doing exactly the same roles, their remuneration remains aligned.

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There are some specific actions we need to take going forward.

- **We should look to build a more diverse and inclusive leadership population across all areas of the organisation.** The impact on our gender pay gap of not having equal gender representation in sales and leadership roles can be seen in the bonus pay gap figures in particular.
- **Improve the way we recruit and promote employees through;** encouraging a more diverse candidate pool to apply for roles, reducing the impact of unconscious bias in the way we advertise and select candidates and ensure that our line managers are appropriately trained.
- **Working with our recruitment partners to look at what we can do as part of our recruitment processes to attract more women.** This includes looking at where we place job adverts, the language we use in adverts and job descriptions as well as reviewing the minimum requirements we specify for roles to ensure they are inclusive.
- **Make our working conditions and policies more family friendly and reviewing and implementing working practices that encourage an inclusive culture.**
- **We will review the experiences of our employees who go on maternity, adoption or shared parental leave.** Looking at how we can help managers to understand the importance of the support they provide to employees during the lead up to their leave, whilst they are off and when they return to work.
- **Working with other organisations and industry associations to establish how the sales and technology industries can attract a higher proportion of women.**

Our gender pay gap position is not where we want to be. We understand that in order to close the gap we need to make long-term and sustainable change. It is the RIGHT thing to do for the future success of our employees, customers and ultimately our business.

We are confident that by understanding what's driving the pay gap and responding with clear, positive and inclusive actions guided by our values, we will continue to develop a culture of inclusion and respect.

We want the diversity of skills, backgrounds and experiences as well as our working practices to drive a culture that supports all our people to fulfil their career potential and be paid fairly.

I can confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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