

UNIT4

In Business for You

GENDER PAY GAP REPORT 2019



Introduction

Unit4 may be in the technology industry, but we're in business for people. People are at the heart of the organizations we serve. We are committed to delivering a great People Experience so that every working day is better for all our employees.

In 2019 we launched our new Company Values, demonstrating our commitment to putting people first. This was the result of a year of rapid change at Unit4, where our global focus is to become a solely cloud-based company. The journey of redefining the business we want to be has made it more important than ever before for us to ensure our actions and behaviours are based on the performance of our people rather than elements of their identity.

Our extraordinary people experience and fresh ideas are fueled by people's differences. Diverse backgrounds and identities make up our global culture. We celebrate that culture every day: a culture where you feel like you belong without having to conform, where your contribution matters, where everyone has the opportunity to inspire.

We see the annual reporting of our gender pay gap as an opportunity to reflect on the positive action we have taken over the past year to drive success for all our employees.

Kirsty Graham

People Transformation and UK & Ireland HR Director

Kirsty



Unit4 gender pay gap 2019

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as an employer of over 250 employees we are required to publish the following information and retain it on our website for three years.

The gender pay gap shows the differences in the average pay between men and women. This is our report for the snapshot date of 5 April 2019:

- The mean gender pay gap for Unit4 Business Software UK is **27.8%**
- The median gender pay gap for Unit4 Business Software UK is **12%**
- The mean gender bonus gap for Unit4 Business Software UK is **56.8%**
- The median gender bonus gap for Unit4 Business Software UK is **23.5%**
- The proportion of male employees in Unit4 Business Software UK receiving a bonus is **59.8%** and the proportion of female employees receiving a bonus is **57%**.

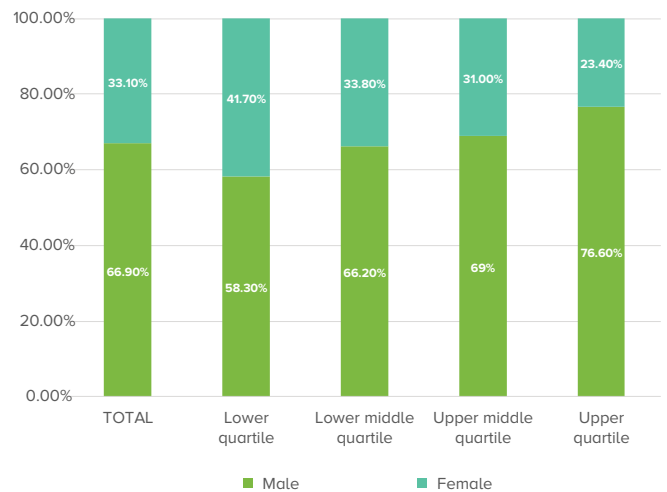
Band	Males	Females	Description
A	58.3%	41.7%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	66.2%	33.8%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	69.0%	31.0%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	76.6%	23.4%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Understanding the Unit4 gender pay gap

Unit4 is in the software industry, which has historically been male dominated. Our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it is the result of the roles in which men and women work within the organisation and the salaries that these roles attract. We are committed to addressing our diversity and are continuing to take positive steps to do so. In the reporting year we experienced movement of senior roles into the UK, where the best candidates were male and that has impacted our mean gender pay gap. It is important to us not to discriminate on any grounds, but to hire the best candidate for the role. Our Talent Acquisition Team work closely with managers to check and challenge them when selecting candidates to ensure it is done so based upon the skill and experience of the candidate.

Here is a table depicting pay quartiles by gender. This shows Unit4 Business Software UK's workforce divided into four equal-sized groups based on hourly pay rates, with Band A the lowest-paid 25% of employees (the lower quartile) and Band D covering the highest-paid 25% (the upper quartile). In order for there to be no gender pay gap, there would need to be an equal ratio of men to women in each Band. Within Unit4 Business Software UK, 33.1% of the population is female and 66.9% is male. You can see that for the lower and lower middle quartiles there is a higher proportion of women than the total ratio. In the upper quartile where women are 25% of the band the proportion has increased from 22.8% in 2018 to 23.4% in 2019.



Proportion of gender in each Quartile pay band

What are we doing to address our gender pay gap?

Whilst we believe that Unit4 Business Software UK's gender pay gap will compare favourably with that of similar organisations across the UK economy, we want to go further to make this a great place for our people to flourish.

Flexibility

We have recently implemented a number of policies designed to support employees in balancing their work and home life in a way that best suits them. We put people first and that means creating an environment where our people thrive. Our new family-friendly policies not only enhance the payment elements of leave but also go further to provide paid time off when life needs it. We recognise that these practices can increase motivation and performance whilst reducing employee stress. At Unit4 we promote flexible working for all roles and, wherever possible will endeavour to reach an arrangement suitable for both parties to facilitate effective working outcomes. This is in addition to the daily flexi-time arrangements available.

Committing to our People

At Unit4, we want people to be in control of their own professional development journey. We want to create an extraordinary environment where they can keep track of their achievements, give praise and feedback to colleagues and share their honest thoughts about Unit4.

That's why we launched the fantastic product from our latest acquisition – Intuo – to our employees globally. Intuo enables us to monitor and take action to improve employee engagement with a weekly 5-question pulse to all employees. Intuo is also now our tool for objectives setting and reviewing: making performance discussions part of the everyday and not just something we do twice a year. Finally, it also enables us to give praise and feedback across the company on a peer-to-peer basis; recognising great people and performance.

Flexible benefits

At Unit4 we provide a range of benefits for our employees to choose as and when they best suit their lifestyle. We review these at least annually to ensure that employees are not only getting best value for their money but also to provide the latest options in the market. For some of the benefits we pay for employee membership.

- Health cash plan – individuals paid for by Unit4
- Private medical insurance – individuals paid for by Unit4
- Group Income Protection – individuals paid for by Unit4
- Employee Assistance Programme
- Critical Illness Insurance
- Travel Insurance
- Will Writing

How do we compare with other organisations?

Looking at last years reported figures for our competitors we sit with in the range of Gender Pay gap reported for Mean and Median: Oracle UK 19.4% & 17.2%; SAP UK 27.9% & 29.2% and Infor UK 39.1% & 31.4%.

The median gender pay gap for the whole economy (according to the October 2019 Office for National Statistics (ONS) Annual Survey of Hours and Earnings (ASHE) figures) is 17.3%, while in the skilled trade occupations the gender pay gap sits at 22.4%.

We believe that being in Business for People will continue to improve the lives of all our employees, not only females. We remain committed to reporting what we are doing to reduce our gender pay gap on an annual basis and update you on the progress we are making.



For more information go to:

unit4.com

Copyright © Unit4 N.V.
All rights reserved. The information contained in this document is intended for general information only, as it is summary in nature and subject to change. Any third-party brand names and/or trademarks referenced are either registered or unregistered trademarks of their respective owners. WP200421INT

UNIT4
In business for people

UNIT4
In business for people