

UNIT4

In Business for You

GENDER PAY GAP REPORT



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 made a pledge to the UK's Tech Talent Charter and we launched a graduate hiring program, introducing new talent to the industry from different disciplines. In 2020 we established a global network of diversity ambassadors, marking many milestones and celebrating our people. We are now establishing employee resources groups to help us focus on raising awareness, educating and improving the experiences of our employees who come from many different backgrounds. Every year, we designate a day for all Unit4 employees to reflect, celebrate and engage in community service or to learn more supporting diversity initiatives in our own communities. Employees are also engaging in unconscious bias training; which for us it's not just about gender, but about celebrating individual identity as part of our wider remit of diversity, equity and inclusion.



Unit4 gender pay gap 2020

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. We have c320 UK based employees and this data is based on their snap shot data for 2020. We continue to see a reduction in the Gender Pay gap, the most significant in the median result which is an improvement of 4% year on year.

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 2020:

- The mean gender pay gap for Unit4 Business Software UK is **27.4%**
- The median gender pay gap for Unit4 Business Software UK is **8%**
- The mean gender bonus gap for Unit4 Business Software UK is **74.6%**
- The median gender bonus gap for Unit4 Business Software UK is **39.6%**
- The proportion of male employees in Unit4 Business Software UK receiving a bonus is **60.8%** and the proportion of female employees receiving a bonus is 64.8%.

Pay quartiles by gender

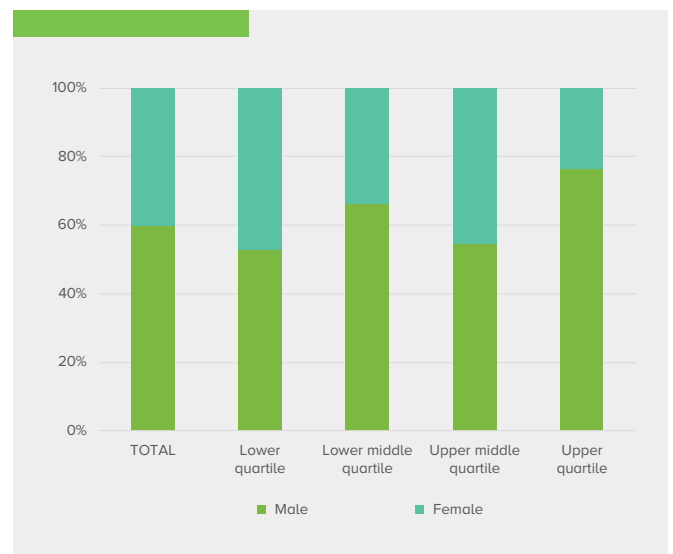
Band	Males	Females	Description
A	60.2%	39.8%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	69.4%	30.6%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	61%	39%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	82%	18%	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 its 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. We are working with our Talent Acquisition team on ensuring that we have diverse representation of applicants when hiring as well as activity support Women in Tech with the work we are doing with lamtheCODE.

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, 32.9% of the population is female and 67.1% is male. We have seen a reduction in the ratio of females in the lower pay quartile and an increase in females in the middle 2 bands year on year when comparing 2019 to 2020.



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 continue to promote a number of our 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 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, this has never been more important with COVID and the additional challenges of the pandemic where most employees have been able to continue to work from home.

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. We continue to run our weekly pulse survey to understand the how employees are engaged in our business. We also encourage employees to give praise and feedback across the company on a peer-to-peer basis, recognising great people and performance. We have delivered a learning festival globally to ensure that training is delivered in a variety of formats, podcasts; live events and taking the opportunity to widen the Unit4 Womens network within this offering.

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

Our health cash plan puts money back into our employees pockets that they spend on everyday healthcare. Employees can reclaim the costs of a wide range of benefits, including dental and optical treatment, physiotherapy and much more. This can be upgraded and family members added.

Private medical insurance – individuals paid for by Unit4

Private Medical Insurance (PMI) is like having fast tracked medical services. It's designed to help employees and their families get the best treatment for curable Short-term medical conditions. PMI includes the costs of surgery, specialists, accommodation and nursing. Our Health Cash Plan (above) also offers a benefit that will allow employees to reclaim the cost of the excess for PMI. Family members can also be added.

Group Income Protection – individuals paid for by Unit4

Employees are covered by Income protection, which offers an extra level of financial safety to give them peace of mind if they are signed off on long term sick. In the event of being on long term sick, a percentage of salary is protected so that employees can carry on as much as possible with their everyday life.

Employee Assistance Programme

Life doesn't go to plan 100% of the time. If employees need a little help with financial, health, work or mental wellbeing then our Employee Assistance Programme is here to help. Employees can receive friendly, impartial advice when they need it most.

Travel Insurance

Travel insurance provides cover for employees and their families whilst abroad, no matter how many trips they take. It benefits from group rates and the cost is spread the over the year.

Will Writing

Employees can save up to 35% on the cost of producing a Will. Experienced consultants make a home visit or a phone appointment to talk over options in plain English. What's more the cost is spread over 12 months.



How do we compare with other organisations?

It is challenging to compare to our competitors as the Government confirmed that we were not required to declare our 2019 Gender pay gap due to the Pandemic, so data is not currently widely available.

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%. Whilst our Median pay gap is 8%, we will continue to monitor our ambition is to continue to reduce this further.

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 on an annual basis what we are doing to reduce our gender pay gap and update you on the progress we are making.



For more information go to:

unit4.com

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