

HCL AXON Gender Pay Gap Report

March 2019



HCL

Gender Pay Gap report – HCL Axon (UK)

The aim of this report is to communicate our overall Gender Pay Gap figures compared against last year's report, as well as steps in addressing the gender pay gap.

This report complies with the current UK regulations on Gender Pay Gap Reporting which came into force in 2017. The mandatory Gender Pay Gap Reporting regulations stipulate that companies with more than 250 employees need to publish annually a defined list of figures showing the difference between the median and average pay of their male and female employees. Whilst HCL Axon UK does not currently meet the minimum number of employees, it was decided, as best practice, to proactively engage with the regulations going forward.

We will publish in due course this report on our company website and the appropriate government website.

It should be noted and understood that this exercise is separate to the definition of equal pay and equal pay audits. The gender pay gap is a measure of the difference between men's and women's average hourly earnings across an organisation. It is expressed as a percentage of male earnings.

Equal pay relates to men and women in the same employment performing the same work or work of equal value must receive equal pay.

The data presented in this report represents the gender pay data for HCL Axon with a snapshot date of **5th April 2018** using our HR and payroll records.

There are six calculations that show the difference between the average earnings of men and women in our organisation.

The median represents the middle value within the data set. The mean represents the average value within the data set.

The pay period used is **1st to 30th April 2018**.

Bonus period for the purposes of the bonus calculations: **1 April 2017 to 5th April 2018**

The total number of relevant employees as of 5th April 2018: **214, 44 of which are female (21%) and 170 (79%) are male**

Number of employees who left within the pay period but after 5th April 2018 who have been included in the calculations (as advised by ACAS): **9**

Current average UK gender pay gap: **18.4%** as advised by the government.

All percentage pay gaps are expressed as female pay as a percentage of male pay using the following calculation:

$$\frac{(\text{Male hourly rate} - \text{Female hourly rate})}{\text{Male hourly rate}}$$

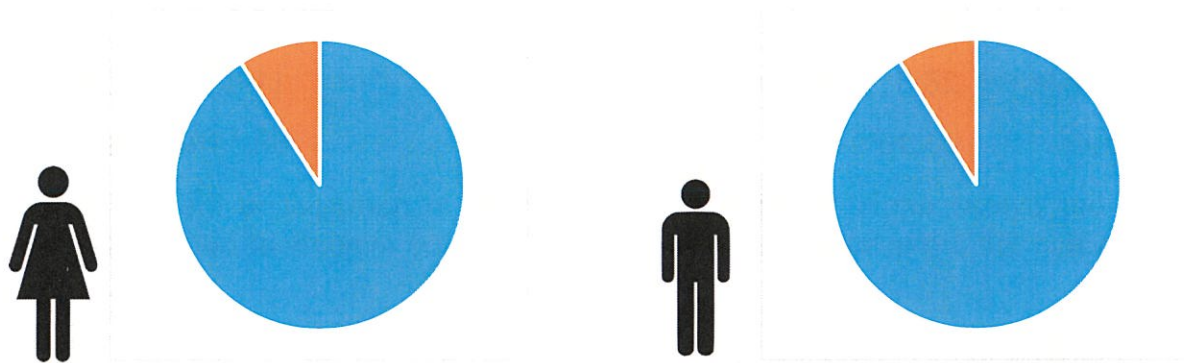
A positive percentage means men are paid more than women and a negative percentage means women are paid more than men.

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HCL Axon UK calculations

	April 2017	April 2018
Difference in mean hourly rate of pay (mean gender pay gap):	24.72%	22.59%
Difference in median hourly rate of pay (median gender pay gap)	13.24%	13.48%
Difference in mean bonus pay (mean bonus gender pay gap):	48.25%	52.34%
Difference in median bonus pay (median bonus gender pay gap)	39.15%	25.56%

Bonus Eligibility Gap

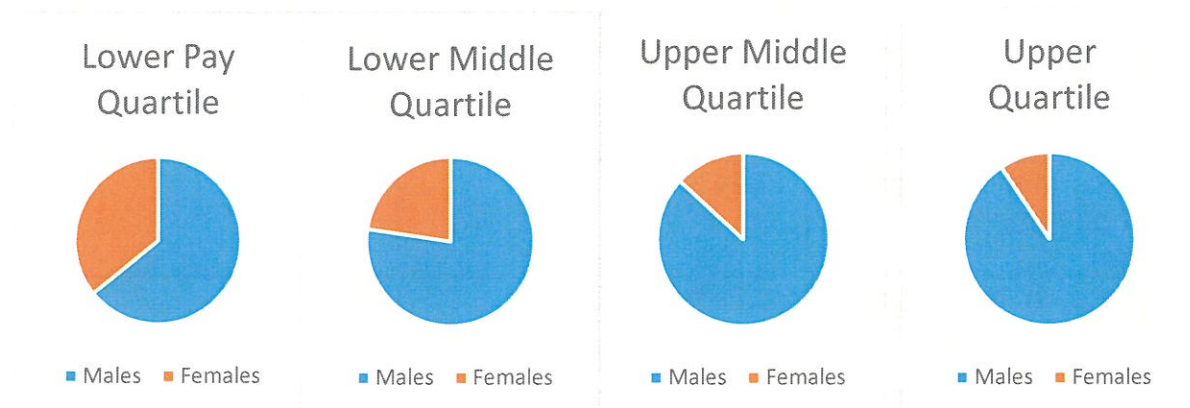


90.9% of female employees received a bonus

91.17% of male employees received a bonus

The bonus calculations used do not, however, factor in that a number of employees in the organisation will not be eligible for a bonus payment. Also the bonus calculations are skewed by the fact that they do not factor in that some employees are part time and therefore, bonus payments would be pro rata accordingly.

Percentage of male and female employees according to quartile pay bands:



April 2018

35.85% female	22.64% female	13.21% female	9.43% female
64.15% male	77.36% male	86.79% male	90.57% male

April 2017

38.98% female	28.81% female	12.07% female	11.86% female
61.02% male	71.19% male	87.93% male	88.14% male

We note our overall under representation of women, in particular in the higher pay quartiles within the organisation as well as the fact that the majority of our workforce is male.

Next steps and recommendations

HCL Axon is an equal opportunities employer and is committed to equality of opportunity in all areas of work. All individuals are treated in a fair and equal manner regardless of race including colour, nationality, ethnic or national origin, religion or belief, disability, age, marital or civil partnership status, pregnancy or maternity, sex, sexual orientation or gender reassignment.

We recognise that there is a gender imbalance within the organisation and our aim is to improve and close the gender pay gap. The following steps are being taken over the next year in order to build our equality and diversity strategy and reduce the gender pay gap:

- Review and seek ways to improve the recruitment strategy in order to encourage the increased recruitment of female individuals into entry level and more senior positions including seeking feedback for improvement at recruitment stage from appropriate sources
- Raise greater awareness of the equality and diversity initiatives available to women across HCL including close collaboration with the Equality and Diversity team. This will include briefings for women employees to attend and learn more about the initiatives available and how to enrol in schemes such as Stepping

Stones, a programme where first time female managers can enrol themselves (up to E3) and develop into managerial roles and Ascend, a programme that is focused on bringing out leadership skills in E4-E6 female employees with HCL senior leadership being mentors to every participant.

- The SAP practice will also be launching Globe Smart across the teams which gives an assessment of cross cultural ways of working.
- The aim is to take forward a sample of tangible initiatives this year and assess the experience and results so we can adapt our strategy accordingly
- Continued proactive efforts to retain female employees during employment and through exit interview discussions
- Continued efforts to ensure that those returning from maternity leave have the appropriate support in place and also access to appropriate equality and diversity support schemes upon their return to work

If you have any queries regarding any of the above, please do not hesitate to contact your HR Business Partner.

Declaration:

We confirm that our data is accurate and has been calculated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Robert Miller - Vice President



William McMenamin – Global HR Director



