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| ***HCL AXON Gender Pay Gap Report*** |
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| **February 2018** |
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Gender Pay Gap report – HCL Axon (UK)

The aim of this report is to communicate our overall Gender Pay Gap figures as well as next 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 2017** 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 2017**.

Bonus period for the purposes of the bonus calculations: **1 April 2016 to 5th April 2017**

The total number of relevant employees as of 5th April 2017: **239, 58 of which are female (24%) and 181 (76%) are male**

Number of employees who left within the pay period but after 5th April 2017 who have been included in the calculations (as advised by ACAS): **2**

Current average UK gender pay gap: **18%** as advised by the government.

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

(Male hourly rate - Female hourly rate)

Male hourly rate

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

HCL Axon UK calculations

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| Difference in mean hourly rate of pay (mean gender pay gap): | 24.72% |
| Difference in median hourly rate of pay (median gender pay gap) | 13.24% |
| Difference in mean bonus pay (mean bonus gender pay gap): | 48.25% |
| Difference in median bonus pay (median bonus gender pay gap) | 39.15% |

Bonus Eligibility Gap

 

74.14% of female employees received a bonus 88.95% 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:

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. We are reviewing ways in which we can address this including through our Equality and Diversity strategies and projects.

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

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.

Jonathan Hancock - Corporate Vice President 

Ramachandran Sundararajan – Senior Vice President - HR