

HCL AXON Gender Pay Gap Report

May 2020



Gender Pay Gap report – HCL Axon (UK)

The aim of this report is to communicate our overall Gender Pay Gap figures compared against previous years 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 2019** 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 2019**.

Bonus period for the purposes of the bonus calculations: **1 April 2018 to 5th April 2019**

The total number of relevant employees as of 5th April 2019: **190, 38 of which are female (20%) and 152 (80%) are male**

Number of employees who left within the pay period but after 5th April 2019 who have been included in the calculations (as advised by ACAS): **3**

Current average UK gender pay gap: **17.3%** 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.

HCL Axon UK calculations

	April 2017	April 2018	April 2019
Difference in mean hourly rate of pay (mean gender pay gap):	24.72%	22.59%	19.78%
Difference in median hourly rate of pay (median gender pay gap)	13.24%	13.48%	16.31%
Difference in mean bonus pay (mean bonus gender pay gap):	48.25%	52.34%	55.37%
Difference in median bonus pay (median bonus gender pay gap)	39.15%	25.56%	42.81%

Bonus Eligibility Gap

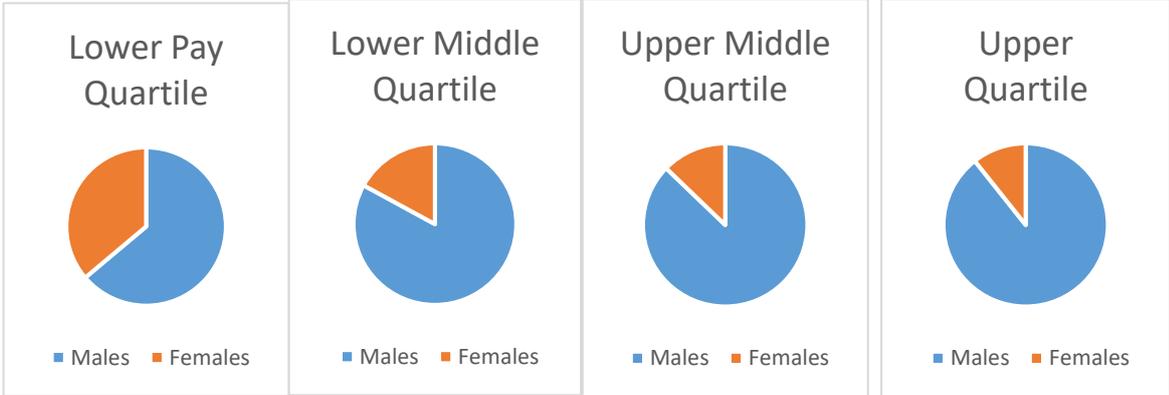


65.79% of female employees received a bonus

69.74% 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 2019

36.17% female	17.02% female	12.77% female	10.64% female
63.83% male	82.98% male	87.23% male	89.36% male

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 continues to be to improve and close the gender pay gap. We have set out the actions we have been taking over the last year as set out in the last report, as well as our continued inclusion, equality and diversity strategy going forward.

Recruitment

We are aware that recruitment is an area which we can develop our strategy further. We have been and continue to look at ways to develop the recruitment strategy in order to encourage the increased recruitment of female individuals into entry level and more senior positions.

Whilst we have unfortunately been limited in our volume of recruitment over the last year due to a recruitment freeze, the recruitment team have been working closely with appropriate sources. As a result, we are pleased to see that in 2019 nearly a third of all hires last year were female and nearly half of those were hired into senior positions, E4 & above. Over half of the graduate hires made were female.

Recruitment continue to work with our agencies to keep these numbers rising where possible.

Inclusion, Equality and Diversity Initiatives

HR, management and the equality and diversity team have been working together to create greater awareness of the equality and diversity initiatives available to women across HCL.

Steps included running a briefing session for all HCL Axon employees so that they could learn more about the initiatives available. We were pleased to note a high record of attendance to this session. There was subsequently a roll out of Stepping Stones, a programme where first time female managers can enrol themselves (up to E3) and develop into managerial roles. Unfortunately, we did not have eligible cases to put forward last year. However, we recognise that we need to develop a more inclusive strategy to overcome these challenges and therefore, we are working with the relevant teams to ensure that we have a more inclusive approach going forward.

Ascend was also rolled out, a programme that is focused on bringing out leadership skills in E4-E6 female employees with HCL senior leadership being mentors to every participant. We currently have 4 attending the course and have received positive feedback to date. Below is one particular piece of feedback we wanted to highlight:

"I'm glad and honoured for being part of the Ascend program. It's a well-prepared program allowing many HCL women worldwide to interact and share a unique experience, I feel welcome within this community and learning a lot"

The SAP practice also launched Globe Smart across the majority of teams which gives an assessment of cross-cultural ways of working. Feedback has been positive in that the tool is helpful to promote team working and understanding each other's different ways of working and cultural differences. This is continued to be developed within the practices with ongoing monitoring and development.

Aside from the above, we continue our day to day proactive efforts to retain female employees during employment and through exit interview discussions and ensuring 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

Handwritten signature of Robert Miller in blue ink.

William McMenamin – Global HR Director

Handwritten signature of William D. McMenamin in blue ink.