

Dimension Data Gender Pay Gap Report – 2019

The data below represents payments made in April 2018 and the bonuses received in December 2017.

Pay gap:

Mean gender pay gap = from 42% to 31%
Median gender pay gap = from 50% to 41%

Bonus gap:

Mean bonus gender pay gap = 36%
Median bonus gender pay gap = 14%

Proportion of males receiving a bonus = 48%
Proportion of females receiving a bonus = 33%

Quartile gap:

Proportion of males and females in each quartile band
Quartile 1 = Male 70% Female 30% Mean pay Gap = 9%
Quartile 2 = Male 81% Female 19% Mean Pay Gap = 0%
Quartile 3 = Male 64% Female 36% Mean Pay Gap = 8%
Quartile 4 = Male 49% Female 51% Mean Pay Gap = 0%

Company Statement

We recognise that the gender pay gap is a national issue across the UK, which is why the UK government has mandated that companies share this information. As a key employer in the UK IT industry, we support this mandate, as a positive step to help resolve this national issue.

The data we have published from FY18 is a significant improvement from FY17 but it's important to acknowledge that we're aware that this is not yet where we want it to be and that we're taking proactive steps forward to address this.

Early investment and targeted initiatives that we have implemented have already driven a measureable decrease in our Gender Pay Gap and we are confident that our future statistics will indicate further progress. Our recruitment and current gender split now represents 30% females, which demonstrates the results of positive action, when compared to our industry averages.

Looking forward, our People and Culture diversity investments include:

- **Proactive People and Culture Diversity Forums and Committee**
This team proactively encourage inspirational female and male leaders to actively identify talent, notably female talent to coach, mentor and support career progression. We host annual International Women's Day Celebrations with specific pledges that leaders of all levels make to drive greater diversity in our workspace. Initiatives are internal and external in our industry to drive a better balance.
- **Proactive Talent Development Programmes**
We have company wide development programmes from early careers to advanced leaders. Our teams and diversity champions proactively engage in STEM initiatives, Women in Tech initiatives and networking events to accelerate this change. Across all of these development programmes, we ensure we have strong gender diversity in the cohorts.

As a business, we're fully committed to closing this gap and ensuring that all of our employees, current and future, have equal opportunities to develop, progress and be rewarded for their significant contributions. We will continue to communicate transparently with all of our employees regarding this and empower them to help us drive this change, not only in Dimension Data, but in our industry too.