

Gender Pay Gap Report

1. Gender Pay Gap Report - background

GlobalLogic in the UK&I region is required by law (Equality Act 2010) to report on gender pay gap information at the start of each fiscal year.

GlobalLogic views the UK Government requirement to publish gender pay gap data on an annual basis as a positive step, which will actively encourage employers across the industry to recognise where issues exist and therefore formulate meaningful plans to address them.

This document provides a breakdown of this data, including background information on initiatives and steps already being taken within the organisation to address the considerations raised.

In simple terms, a gender pay gap is the difference between the average pay of a male employee and a female employee, averaged across the whole organisation.

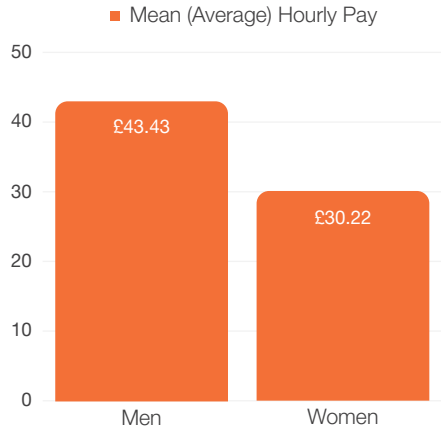
A gender pay gap does not necessarily indicate that an organisation is paying employees unfairly, as the roles compared are not always similar in nature. Therefore, the gender pay gap calculation cannot be used to determine whether organisations pay men and women equally for the same type of work. However, the data does reflect underlying trends within an organisation. This indicates whether there are areas where positive actions and interventions are required.

The data set out in section two of this document focuses on salary and bonuses. For purposes of external comparison, pay is expressed as an hourly rate. There are six separate calculations included: three focusing on salary and the other three on bonuses.

2. Gender Pay Gap Reporting 2023 – GlobalLogic in the UK&I region

We have broken down the data below.

The charts on the next page demonstrate the mean average hourly pay for men and women in GlobalLogic in the UK&I region. This information is based on a snap shot of data from April 2022 and an employee base of 124 women and 373 men.



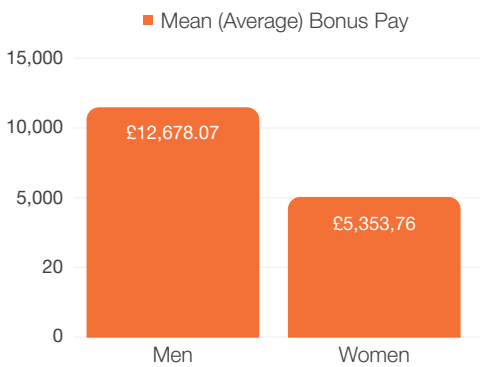
This graph shows the average hourly pay (£) of men and women at GlobalLogic in the UK&I region. The average hourly gender pay gap is 30%.

This gap is partly driven by the pay and representation gaps in our broader industry, and the fact that across the industry men have greater representation in technical fields.

Men and women at GlobalLogic in the UK&I region doing the same job roles are not being paid differently – we promote fair compensation for all employees.

We continue to work across all levels to ensure that women have a fair opportunity for career mobility and we work to retain female talent, as well as those from other underrepresented groups in our industry. We recognise that there is still work to be done.

The graphics below relate to bonus payments. All permanent members of staff are eligible for some form of bonus payment during the year, based on their performance as well as ours as a wider organisation.



This graph shows the average bonus pay (£) of men and women at GlobalLogic in the UK&I region. The average bonus gender pay gap is 58%.

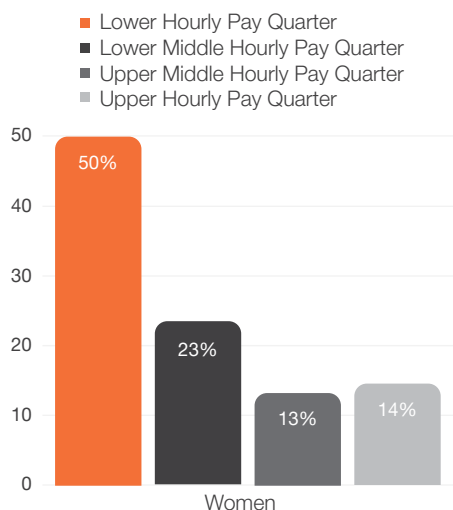


61% of men received bonus pay, and 69% of women received bonus pay.

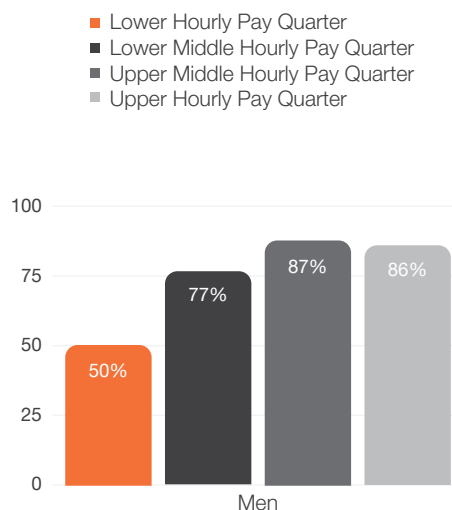
In this 12 month cycle, the percentage of women receiving a bonus was 69%, and the percentage of men receiving a bonus was 61%.

As bonuses are typically related to an individual’s salary, there are similarities in the bonus gender pay gap and the mean average salary pay gap – although, the difference here is somewhat more pronounced. This is due to the current higher percentage of men in customer facing and technical roles – something which we are seeking to address, as explored in section four of this report.

The graphs below show the distribution of female talent across the four pay quarters within GlobalLogic in the UK&I region.



This chart shows the number of women in each pay quarter at GlobalLogic in the UK&I region.



This chart shows the number of men in each pay quarter at GlobalLogic in the UK&I region.

Women are most represented in the lower hourly pay quarter at a rate of 50%. This is reflective of several factors; for instance, we have a higher number of women in business support functions. Additionally, we have worked to specifically attract female talent in our Emerging Talent programmes (such as our Graduate Programme and Academy) to diversify our workforce. Therefore, we have talented individuals in technical specialisms at an early stage in their career development, which their salaries will reflect.

However, we recognise there are opportunities to bring diverse talent to our organisation across all pay quarters, we explore this later in the document.

3. The importance of Equity, Diversity and Inclusion within GlobalLogic in the UK&I region

GlobalLogic recognises that a diverse and inclusive organisation is a more innovative one and better positioned to respond to the needs of its customers, retain its talent, and provide an engaging, enjoyable, yet challenging working environment.

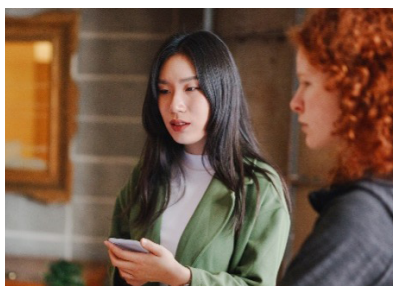
We see publishing our gender pay gap as a positive step that allows us to track our progress and ensure we fulfil our promises and aspirations.

GlobalLogic is a signatory of the **CEO Action for Diversity and Inclusion Pledge**. We are committed to growing a diverse workforce which truly reflects the communities in which we work and is genuinely inclusive, with equitable opportunities for everyone.

Gender is one of the intersections of our workforce where we as an industry must continue to listen to those positioned to speak on it in order to understand where barriers exist; in turn, we can reduce these barriers. GlobalLogic will be guided by our values – Integrity, Innovation, Teamwork and Openness – to ensure we have an ongoing dialogue on the topic, putting in place an innovative series of tangible actions, and providing opportunities to talented individuals from across our business in the UK&I.

Our goals: Diversity, Equity, and Inclusion

Diversity



30% women across the organisation by 2030.

Equity



Evaluate pay practices, hiring, and promotion decisions to ensure fairness.

Create a customised DEI education campaign for management and employees, with a focus on understanding challenges faced by women and other underrepresented groups.

Inclusion



Conduct conversation circles on relevant topics to educate and amplify every employee's voice.

Create global ERGs for women and other underrepresented groups.

Our focus areas



Learning and Education

DEI education and awareness and development of diverse talent



Hiring

Diversity talent acquisition strategy



Employee Resource Groups

Establish different ERGs across the globe to champion



Communication and Engagement

DEI internal and external communication and engagement campaign



Policy/Process Enhancements

Embedding inclusion lens for existing people practices and policies

Actions we are taking to support these goals

Recruitment and Assessment

Over the past year we have worked to align with the wider GlobalLogic systems and processes, as well as refining our UK&I procedures – from first point of contact with a candidate through to hiring. We are committed to eliminating unconscious bias wherever this exists and we've introduced greater clarity on the quality of constructive feedback we give to candidates, as well as rolling out an extensive programme of interview training across our UK&I team.

Mentoring and Coaching

Mentoring is available to everyone in the UK&I region; however, we recognise that this needs to be refreshed to support the needs of our people and support their aspirations. Alongside this, we will increase the availability of external coaching in support of career development during 2023.

Women Influencers Programme

In March 2023 we launched our first Women Influencers Programme as part of the wider GlobalLogic initiative. This programme is carefully designed to support female talent to progress further in their leadership journey and is supported by senior leaders from across the region. There is a breadth of talent from a range of roles across EMEA represented in the cohort and we are ambitious to grow the programme further over the months to come.

External Partnerships

We recognise that having a truly diverse and inclusive workforce is a challenge for many organisations, and that unfortunately women are underrepresented in STEM careers and specialisms from an early stage. This is often apparent before the end of compulsory education and is also reflected in further and higher education across the region.

We are delighted to have begun work with schools and colleges in Manchester and London, as well as with universities throughout the UK. We've also worked with organisations, such as Generation and Equate Scotland, to offer opportunities to talented individuals who may not have otherwise had the chance to consider a career with GlobalLogic.

Through partnerships, such as Manchester Digital, we've sponsored events aimed at those leaving education. We have also delivered presentations to schools about the careers that the technology industry can offer.

We have been actively involved with our Digital Her partnership. This partnership has allowed us to showcase women who work for GlobalLogic as role models for young people looking to work in STEM. This includes feature articles on women's career paths to GlobalLogic, career insight videos, and women from GlobalLogic volunteering to be STEM ambassadors for schools. In March 2023 we had a week-long social media takeover on Digital Her's Instagram where these articles and videos can be accessed.

*I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
Paul Knight, People Director, GlobalLogic in the UK&I region.*

