

GENDER PAY GAP REPORT 2018

PAY & BONUS GAP

| | MEAN | MEDIAN |
|------------------|--------|--------|
| PAY GAP | 21.3% | 18 % |
| BONUS GAP | -12.4% | 90.1% |

The table above shows IT Labs' Gender Pay Gap and Gender Bonus Gap as at 5 April 2018.

The data captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5 April 2018 (the snapshot date). It is an improvement of 3.4% compared to the previous year.

PROPORTION OF OUR PEOPLE RECEIVING BONUS



The charts above show the percentage of male and female colleagues who received a bonus payment in the year up to and including 5 April 2018.

This shows the difference between the number of men and woman who received a bonus at IT Lab was 2%.



PAY QUARTILES 2018

| Quartile | Female | Male |
|--------------|--------|-------|
| Upper | 12.2% | 87.8% |
| Upper Middle | 10.8% | 89.2% |
| Lower Middle | 16.2% | 83.8% |
| Lower | 27.0% | 73.0% |

The above table shows the gender distribution across four equally sized pay quartiles.

UNDERSTANDING OUR DATA

IT Lab is in the Technology business and this sector typically attracts more men than women, especially to Service Engineering roles. We are committed to increasing the number of women in our organisation and in senior roles across our business.

We have reduced the Mean Pay Gap by 3.4 percentage points since 2017 and we have completed an equal pay audit that shows there are no differences in pay rates for different genders occupying the same roles or roles of equal value.

Female employees received a *higher* Mean Bonus Pay than male employees. This is a dramatic improvement on our own results from 2017 and is exceptional in our sector.

The Median Bonus Gap reported is higher than in 2017. This is due to female employees in senior roles leaving and starting mid-year and therefore not being eligible for bonus payments at the snapshot date. We are committed to awarding equal bonuses for work of equal value; incentives such as bonus are applicable to all employees with the required length of service – we therefore expect that this will rebalance by the 2020 GPG Report.

OUR ACTIONS

We will continue, to participate in, support and contribute to initiatives which will lead to more women in leadership roles in Tech. We will continue to monitor our gender diversity across all roles to ensure a balanced and highly effective workforce. I confirm that the data published in this report is accurate.

PETER SWEETBAUM
CEO IT LAB