

# GENDER PAY GAP REPORT 2017

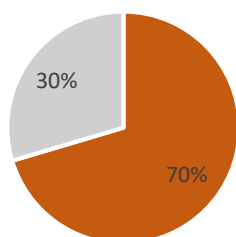
## PAY & BONUS GAP

	MEAN	MEDIAN
<b>PAY GAP</b>	24.7%	14.5%
<b>BONUS GAP</b>	67.5%	15.9%

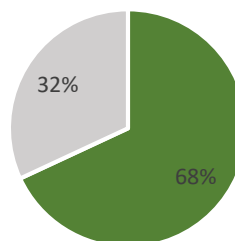
The table above shows IT Labs' Gender Pay Gap and Gender Bonus Gap as at the snapshot date.

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 2017 (the snapshot date).

## PROPORTION OF OUR PEOPLE RECEIVING BONUS



■ Did not receive bonus ■ Received bonus



■ Did not receive bonus ■ Received 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 2017.

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



## PAY QUANTILES

Quartile	Female	Male
Upper	8.6%	91.4%
Upper Middle	18.6%	81.4%
Lower Middle	18.8%	81.2%
Lower	29.0%	71.0%

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

## UNDERSTANDING OUR DATA

IT Lab is in the Technology business and it is an industry that typically attracts more men than women, especially within our Engineering population. We have completed an equal pay audit across all our locations including our Cape Town office and we are confident that there are no differences in pay rates for different genders occupying equivalent roles.

Our gender pay figures as at April 2017 arises because fewer women at that time held senior positions within IT Lab than men did. Our bonus gap is as a result of fewer women being in roles where higher bonuses are paid.

IT Lab is absolutely committed and focussed on doing everything we can to increase the number of women in our organisation and in senior roles across our business.

## OUR ACTIONS

We believe that our gender pay gap shows that we pay equally men and women in equivalent roles. We are, and will continue, to participate, support and contribute to initiatives which will lead to more women in technology and leadership roles within our sector. We will continue to monitor our gender diversity across all roles to ensure a balanced and highly effective workforce.

I can confirm that the data published in this report is accurate.

PETER SWEETBAUM  
CEO IT LAB