

UNIT4

# In Business for You

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A BETTER EXPERIENCE 4U

UNIT4 GENDER PAY GAP REPORT

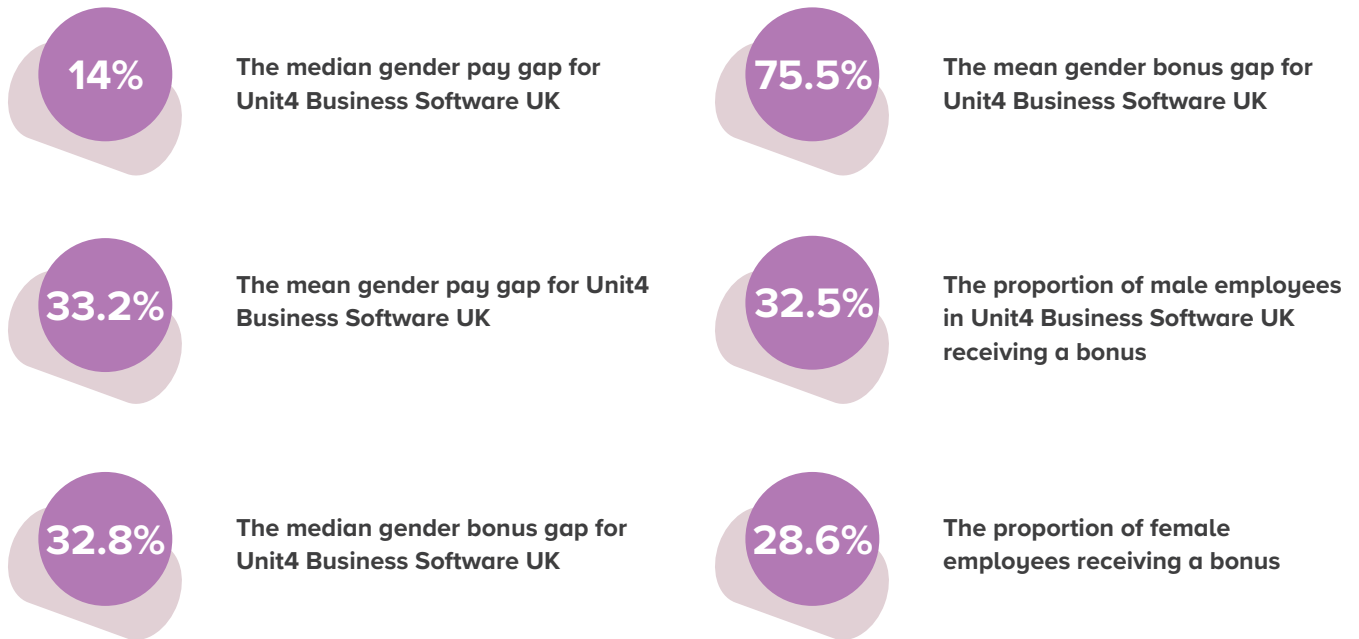


# Unit4 Gender Pay Gap 2021

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as an employer of over 250 employees we are required to publish the following information and retain it on our website for three years. We have approximately 320 UK based employees and this data is based on the snapshot data for 2021. For the purposes of our reporting we look at our employees who identify themselves as women and employees who identify themselves as men.

The gender pay gap shows the differences in the **average pay between men and women**. The gender pay gap is the percentage difference between men and women’s median hourly earnings, across all jobs in the UK. It is not a measure of the difference in pay between men and women for doing the same job.

This is our report for the snapshot date of 5th April 2021:



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

# Understanding the Unit4 gender pay gap

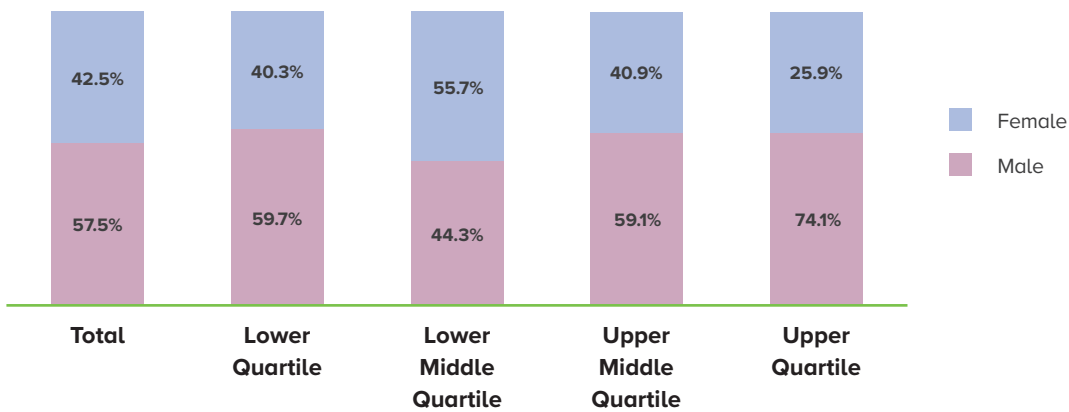
Unit4 is in the software industry, which has historically been male dominated. Our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it's the result of the roles in which men and women work within the organisation and the salaries that these roles attract. For there to be no gender pay gap, there would need to be an equal ratio of men to women in each of the quartile bandings detailed below. Our industry currently has an imbalance, but we are committed to ensuring greater diversity and are continuing to take positive steps to see our gender pay gap hit zero.

## Gender within each quartile pay band in hourly pay 2021

For gender pay gap reporting of hourly pay we look at the pay quartiles by gender. These are:

Brand	Description
Lower Quartile	Includes all employees whose standard hourly rate places them at or below the lower quartile
Lower Middle Quartile	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Upper Middle Quartile	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Upper Quartile	Includes all employees whose standard hourly rate places them above the upper quartile

### Pay quartiles by gender



Here you can see Unit4 Business Software Limited’s UK workforce divided into the quartiles explained above, with the Lower Quartile the lowest-paid 25% of employees to Upper Quartile covering the highest-paid 25%.

Within Unit4 Business Software Limited (UK) we have seen a change in the overall gender split from 32.9% female and 67.1% male population in 2020 to 42.5% female and 57.5% male in 2021. This is almost a 10% increase in our

population who recognise as female, moving us closer to an equal split of female to male.

As a result, the proportion of females in each of the quartile pay bands has increased by the following percentages in our 2021 report: Lower Quartile 0.5%, Lower Middle Quartile 25.1%, Upper Middle Quartile 1.9%, Upper Quartile 7.9%.

## What are we doing to address our gender pay gap?

Whilst we believe that Unit4 Business Software UK’s gender pay gap compares favourably with that of similar organisations across the UK economy, we want to go further to remove the gap completely. Some of the ways we are making positive changes are:

## Enhanced Family-Family Initiatives

At Unit4 we provide a suite of enhanced family-friendly options to support all employees to better balance their work and personal lives. We offer competitively enhanced pay for Adoption Leave, Shared Parental Leave, Maternity Leave and Paternity Leave. We also offer phased returns to work (on a 100% pay basis) for employees who return from Shared Parental Leave, Adoption Leave and Maternity Leave and for employees whose partners return to work from any of these leave types. We offer periods of reduced hours on full pay for life events such as (but not limited to) the move of close family members into care facilities, children starting or moving school, and any other situations where our employees could benefit from this flexibility.

We do this to recognise the changes that happen for our employees and show our support and commitment to recognising everyone as an individual. We want our people to feel able to work in a way that compliments their personal lives.

## Role Benchmarking

Our Internal Compensation & Benefits Team benchmark new roles (and those that have not been benchmarked recently) during the recruitment process to ensure that we are paying our people fairly for the work that they do. We are aware of the evidence that women are more likely to offer their current salary package information during the recruitment process, and as a



result continually get underpaid in the market. Benchmarking roles enables us to ensure that people are paid fairly for the job they do. It is important to us that our people are paid for the contribution they make; not paid the lowest amount they will accept.

## Flex4U

Our views on where to work are simple. Going to an office five days a week is no longer the only option. As many offices are now reopening, we believe that our people should still be able to choose whether they want to work from an office or not. As a true cloud software business, we naturally encourage them to meet up with colleagues where and when valuable,

but we want them to always have the option to choose what suits them the best. Flex4U offers a wide range of options. For example, people can work from their parents' home one day, and go to their office the next. They can have meetings with their colleagues in an office or meet up in a coffee shop; It's up to them!

As for when to work, Flex4U is all about flexibility. We trust our people to manage their own time. They do not have to miss their sports sessions. They can still do their school run, walk their dog, visit a friend or look after their elderly parents during parts of the traditional work hours when there is time to do tasks later or earlier that day. What matters is to deliver results that satisfy themselves and Unit4.

And lastly, from our perspective, how to work is all about what can make our people give the best of themselves. We believe that we achieve the best work results when we ensure our mental, physical and social wellbeing. We appreciate work is never done in isolation. We encourage our people to be surrounded by family and friends, work in teams, be active, learn new things, and most importantly, look after their wellbeing.

### Diversity4U Inclusion Network

Diversity is about different dimensions of gender, age, ethnicity, religion, sexual orientation, socio-economic status and physical abilities. At Unit4, we don't just focus on these differences to make our workplace diverse. It's our vision to build a global culture that appreciates diversity in all its forms and promotes inclusion and a feeling of belonging by celebrating everyone's uniqueness. We are committed to Diversity & Inclusion, embracing it every day in our Unit4 Values. "In business for people" isn't just a strapline for us, creating an inclusive environment for everyone around us to be successful is part of our DNA.

We have a Womens Network and a Wellbeing network, open for all employees to join, reflect and understand how we can all do more to make the world an equal place. Our passionate ambassador volunteers from all over the world care deeply about Diversity & Inclusion. They lead us to champion Diversity & Inclusion globally, contributing to continuous improvement to our culture and practices.

### Learning Festival

Our Unit4 Learning Festival provides a wonderful opportunity for us to live and breathe our value 'choose curiosity'. The Learning Festival is a two-week, global, virtual learning experience, consisting of a mix of online workshops, presentations, networking sessions and more! The aim is for us to come together across the world to learn, explore, challenge ourselves and support a culture of continual learning. We have a different theme each festival (twice a year) and provide a fantastic mix of external and Unit4 speakers talking to us about a broad range of topics, from product updates to cyber-security to gender-inclusive language – our aim is to provide an opportunity for everyone to learn!



# How do we compare with other organisations in the UK?

Interpreting average earnings data is difficult at the moment as the data for 2020 was affected by both the coronavirus (COVID-19) pandemic, in terms of wages and hours worked in the economy, and also disruption to the collection of data from businesses. This means that national comparisons with 2020 need to be treated with caution and the focus should be on the longer-term trends rather than year on year changes.

The UK median gender pay gap for (according to the 2021-2022 Gender Pay Gap Data as of 09 March 2022) is 15.4%. Our median gender pay gap (14%) is lower than many of our competitors, including Oracle (19.6%), Workday (19%) and Infor (45.8%).

We believe that being in Business for People will continue to improve the lives of all our employees, not only females. We remain committed to reporting on an annual basis what we are doing to reduce our gender pay gap and update you on the progress we are making.



For more information go to:

[unit4.com](https://unit4.com)

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