

Ideagen PLC UK Gender Pay Report 2018

At Ideagen PLC, we strive to create a diverse, balanced and inclusive workforce. We believe that offering job opportunities for everybody regardless of gender, creates a happier, more productive and engaged workforce, providing everyone with the opportunity to succeed and we continually challenge ourselves to be more inclusive.

What is the Gender Pay Gap?

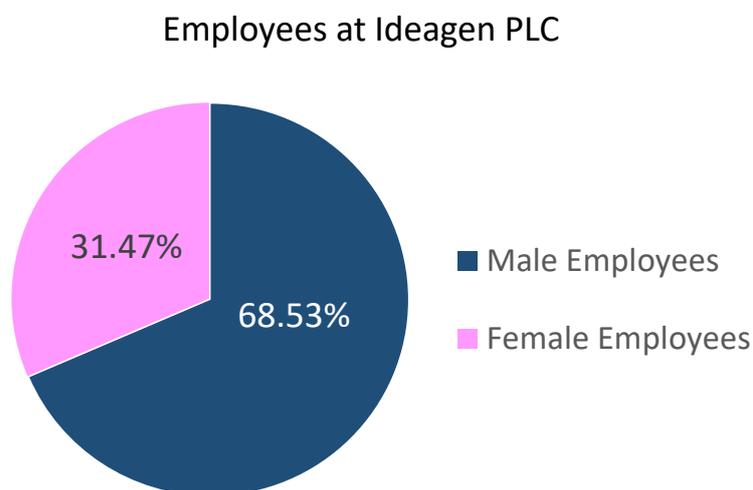
The Gender Pay Gap shows the difference between the average earnings of all male and female employees, irrespective of their role or seniority. This is expressed as a percentage of men's earnings e.g. women earn 15% less than men. Used to its full potential, Gender Pay Gap reporting is a valuable tool for assessing levels of equality in the workplace, female and male participation, and how effectively talent is being maximised.

It is distinct from Equal Pay, which is about ensuring that men and women are paid the same for carrying out the same jobs, similar jobs or work of equal value. We are comfortable that we pay men and women the same for carrying out the same roles.

From April 2017, any employer with a headcount of 250 or more employees on the 'snapshot date' for any year must comply with the regulations. The employer is required to publish and report specific figures about their Gender Pay Gap.

What are Ideagen PLC's Gender Pay Gap figures for 2018?

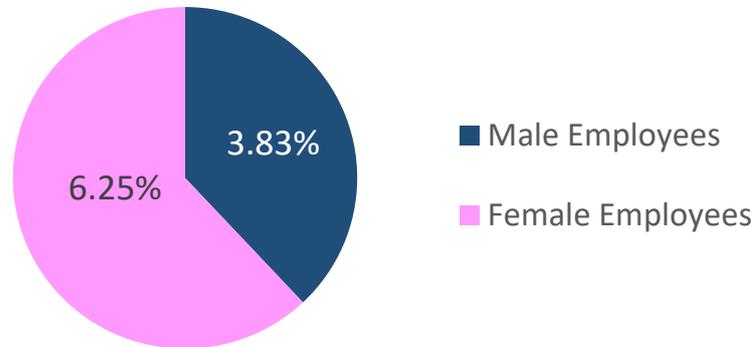
The following data shows the Gender Pay Gap and Gender Bonus Pay Gap at Ideagen PLC on the 5th April 2018, i.e. the snapshot date.



Our analysis shows that the overall difference between men and women's earnings within the Company is 30.31% (mean) and 28.15% (median), based on hourly rates of pay at the snapshot date of 5th April 2018. The pay gap reflects the composition of our workforce and is largely due to there being a larger proportion of men in higher paying management roles and a higher percentage of men in our technical function.

According to the ONS, the current national Gender Pay Gap figures are 17.4% (mean) and 18.4% (median). We recognise that our results are higher than the current national Gender Pay Gap figures and we acknowledge that we have more work to do to close this gap.

Proportion of Employees Receiving a 2017 Bonus

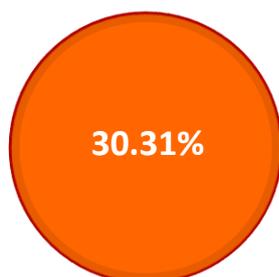


The following results show the proportions of male and female full-pay relevant employees divided equally into four quartile pay bands, based on hourly rates of pay at the snapshot date of 5th April 2018. The Lower Quartile represents the lowest salaries and Upper Quartile represents the highest salaries.

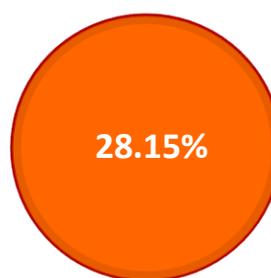
Quartile Pay Band	Proportion of Males	Proportion of Females
Lower Quartile	51.76%	48.24%
Lower Middle Quartile	61.18%	38.82%
Upper Middle Quartile	84.71%	15.29%
Upper Quartile	76.47%	23.53%

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

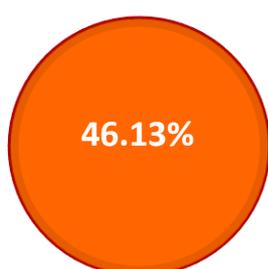
**MEAN GENDER PAY
GAP %**



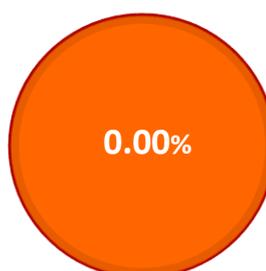
**MEDIAN GENDER
PAY GAP %**



**MEAN BONUS
GENDER PAY GAP %**



**MEDIAN BONUS
GENDER PAY GAP %**



What is causing Ideagen PLC's Gender Pay Gap in 2018?

Key influencers on our Gender Pay Gap

- More men than women work at Ideagen PLC.
- There are more men in both senior and sales roles, which attract higher salaries and bonus payments.
- Ideagen PLC has made several acquisitions in the past meaning employees are TUPED into the business, resulting in a legacy of historic pay scales. As part of these acquisitions, more men than women have been TUPED into Ideagen PLC.
- Historically, the tech industry has attracted more men than women.

We acknowledge that we have a gap and we're committed to reducing it. We know that our Gender Pay Gap is less of a pay issue and more down to a lack of female representation in certain roles, including software developers and leadership roles. We are confident as an organisation, that people in the same role with the same skill level are paid equally.

Ideagen PLC is committed to the principle of equal opportunities and equal treatment for all employees, regardless of several characteristics including sex, race, religion or belief and age etc. We continually strive to ensure that we are paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

Our aim is to achieve year on year improvement in our Gender Pay Gap, but as an acquisition based organisation we are sometimes constrained by legacy contractual obligations. We are

confident that as we make progress towards achieving greater gender balance in certain roles, including software developers and leadership roles, our Gender Pay Gap will reduce.

As part of our work towards closing the gap, we aim to continually review pay and benefits across the Company at regular intervals.

Looking To The Future

We care about creating an environment where all employees have access to the same opportunities. We know this is a long term commitment in order to significantly change the makeup of our workforce and will continue to drive these efforts to make Ideagen PLC the place where women come to succeed. We will continue our work towards this by:

Creating an inclusive culture

- Through our leadership programme we want to equip and empower our leaders to own and drive inclusion.
- All hiring managers are required to complete training to ensure we avoid unconscious bias during the interviewing process.
- Making sure that every policy, procedure and piece of line manager guidance encourages inclusive ways of working and reinforces our culture and values.
- Implement new roles within the Company as we continue to grow, creating clearer career paths which are available to all employees.

Attract and nurture the female talent pool

- Raise our profile to attract women to develop and take STEM careers.
- Continue our work with "Women in Tech" to ensure a fair representation across our technology function.
- To foster the next generation, we will proactively support and participate in initiatives with schools/colleges/universities to help improve the pipeline of women studying and seeing careers in STEM subjects.

Supporting Parents

- Develop policies to support employees and help remove the barriers that they may face due to family commitments when trying to advance their careers.
- Review our employment practices to make these more family friendly, so that all employees can achieve a better work-life balance.

Ideagen PLC is aware that it may be several years before some of these initiatives have any impact, but in the meantime, we are committed to reporting on an annual basis on what is being done to reduce the Gender Pay Gap and any progress that is made.

A handwritten signature in black ink, appearing to read 'Ben Dorks', with a long horizontal stroke extending to the right.

Ben Dorks (Ideagen CEO)