

Gender Pay Gap

2023



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We are committed to addressing the gender pay gap and we recognize that this is not just a moral imperative, but also a business imperative. Research consistently highlights the benefits of greater gender diversity, including enhanced innovation, improved financial performance, and increased resilience in facing complex challenges.

With this understanding, we are actively implementing measures to close the gender pay gap and advance gender equality throughout our organization.

Fernando Apezteguia
CEO



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We have made good progress since initiating our efforts to build a more equitable and diverse NTT DATA UK&I. While we've established a solid foundation for an inclusive workplace culture, we acknowledge that there is still more work to be done.

Our dedication to this goal remains steadfast, and our focus continues to be on developing robust programmes and processes to tackle issues of equity and gender parity head on.

Clare Stephens
VP, Diversity, Equity & Inclusion



Introduction

Gender Pay Gap Report 2023



We have published our Gender Pay report in accordance with the requirements of The Equality Act 2009 (Gender Pay Gap Information) Regulations 2017.

During the past years, we have seen a reasonable improvement in our gender pay gap data; evidencing that the actions we are continuing to take are working. At NTT DATA we will continue to strive to close these gaps and make our organisation one that is both diverse and equitable.

In the autumn of 2023, the company Everis Consultancy was fully integrated into NTT DATA UK and as such we have combined the Gender Pay Gap reports as we are running the same initiatives.

This is the final year when we illustrate two sets of results.

NTT DATA UK Limited

Gender Pay Gap

Hourly Pay

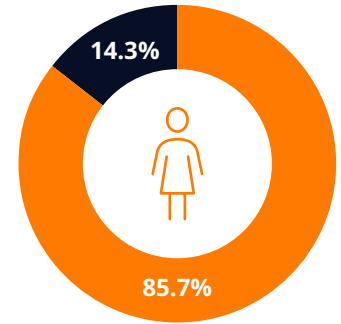
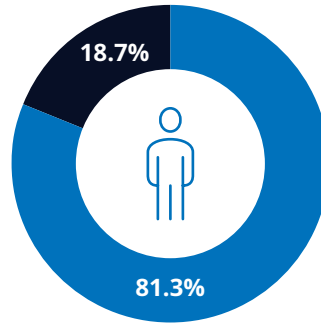
- A very small increase in the Mean compared to last year.
- A significant decrease in the Median gap.

Gender Pay Gap		
Pay Gap	2023	2022
Mean	19.9%	19.8%
Median	17.1%	20.8%

Bonus Pay

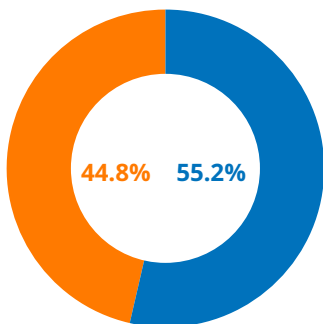
- Mean bonus GPG is **47.4%**, down from 2022
- Median bonus GPG is **70.8%**, also down from 2022

Bonus Pay Gap		
Pay Gap	2023	2022
Mean	47.4%	49.3%
Median	70.8%	76.4%

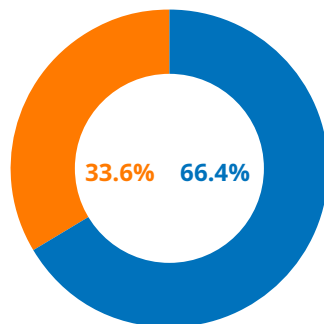


- The percentage of men who received bonus pay: **81.3%**
- The percentage of women who received bonus pay: **85.7%**
- Both artificially driven by the Cost-of-living payment.

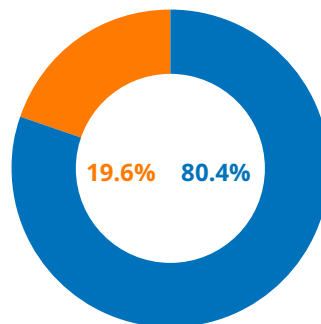
Gender split



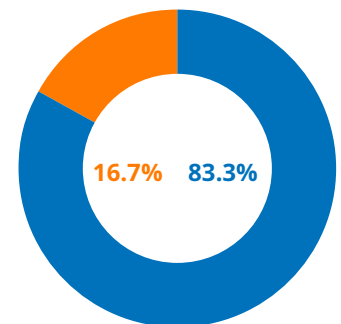
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

Everis Consultancy Limited

Gender Pay Gap

Hourly Pay

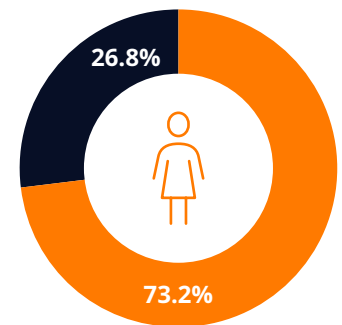
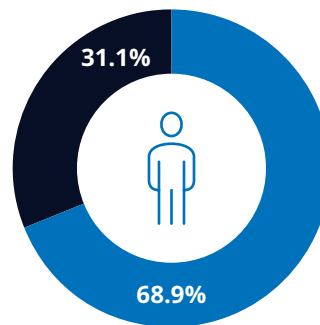
- Mean hourly GPG is **19.8%**, a decrease from 2022
- Median hourly GPG is **19.3%**, is down from 2022

Gender Pay Gap		
Pay Gap	2023	2022
Mean	19.8%	25.4%
Median	19.3%	23.9%

Bonus Pay

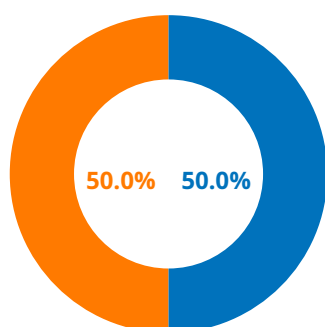
- Mean bonus GPG is **43.4%**, an increase from 2022
- Median bonus GPG is **00.0%**, artificially driven by the Cost-of-living payment

Bonus Pay Gap		
Pay Gap	2023	2022
Mean	43.4%	36.8%
Median	00.0%	47.5%

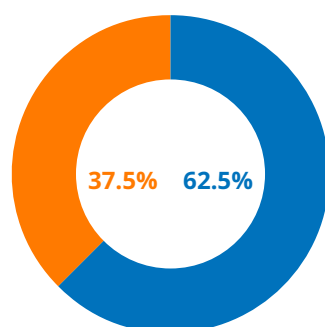


- The percentage of men who received bonus pay: **68.9%**
- The percentage of women who received bonus pay: **73.2%**
- Both artificially driven by the Cost-of-living payment.

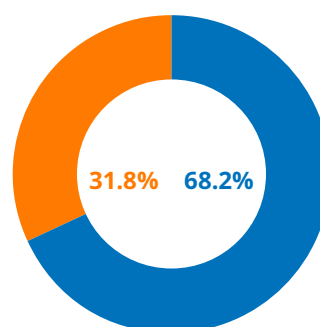
Gender split



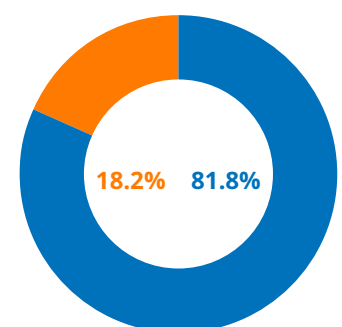
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

We have made some progress on most of the metrics, across both entities most notably the Median Hourly Rate which has reduced by 3.7 and 4.6 points, year on year, respectively. On the Mean Hourly Rate we see a very small increase of 0.1 points on NTT DATA and a significant decrease of 5.6 points on the former Everis Consultancy.

Our total workforce female representation is lower than we would like and as a result this is the key driver of the pay gap and perhaps the most common talent management challenge across Tech industry overall.

Alongside Gender Pay Gap reduction we are focusing renewed attention on the structure and governance of Diversity, Equity and Inclusion, and to that we have appointed a new VP of DEI who will drive focus both from the Leadership Team and throughout the organisation.

At NTT DATA, we are committed to both improving the Gender Pay Gap and to being transparent about our progress towards a more equitable and diverse organisation. As a company our aim is to become one of the best employers in the UK and to this end we recognise that the Gender Pay Gap is only one part of being a truly diverse, equitable and inclusive employer.

We acknowledge the importance of the Gender Pay Gap, and we are working on several fronts to attract, develop and retain more women in the organisation. And we remain committed to reducing the Gender Pay Gap and this remains one of our priorities for 2024.

At NTT DATA we continue to focus on the attraction, development and retention of diverse talent. In 2023 we offered an enhanced benefits package for our Entry level and Professional Level staff. We have reviewed and refreshed our guidelines and commitment to hybrid working and enabled renewed amplification on female role models and intersectionality through our Inclusion networks and partnerships.





Diversity, Equity & Inclusion

At NTT DATA we follow an Inclusion-led approach and philosophy to DEI. Through inclusion we cultivate a work environment that enables our people to thrive – where we feel valued and heard regardless of our identities, job role or seniority.

By fostering a culture of trust and safety, we create a sense of belonging and positivity that has a significant impact on every individual within the organisation.

We call this

Creating inclusion together

At NTT DATA our DEI initiatives play an integral role in championing and empowering women (and other under-represented groups).

Creating Inclusion Together

NTT DATA UK launched its DEI narrative '**Creating Inclusion Together**' in June 2023.

Our inclusive work environment prioritizes mutual respect, accountability, and continuous learning for all of our people. This approach fosters collaboration, well-being, growth, and agility, leading to a more diverse, innovative, and competitive organization.

We drive Creating Inclusion Together through three pillars:

1. Mutual Respect – we create an environment where everyone feels valued and heard; and where diverse perspectives are welcomed and appreciated.

2. Sphere of influence – by holding ourselves accountable and recognising the sphere of influence we have on others, we can create a culture of mutual respect and inclusion.

3. Inclusive Evolution – by regularly assessing our practices and policies to identify areas for improvement, seeking feedback from employees, and being open to new ideas and perspectives.

