2022 GENDER GAP REPORTING

NTT DATA

"The last few years have caused unprecedented turbulence in the workplace and businesses across the world.   The COVID-19 pandemic overturned the way we work, leading to change in the way people work-increased remote working.

FERNANDO APEZTEGUIA
CEO

We will focus on building an inclusive workplace where everyone can be their true selves every day.

"I have recently joined the company, but I already see potential and ways that we can close the gender pay gap. Understanding further where the gaps are, and what we need to focus on, it is more than concentrating only on the demographic's breakdown.

Driving results in workplace diversity requires setting goals that align with our values and feedback as an organisation that aims to ensure all of our people have the same opportunity to progress their careers within NTTDATA UK."

EVELYN HEALY
Head of People

INTRODUCTION

We are now known to the market for trading purposes as NTTDATA UK, however, we are still two separate legal entities until we complete our legal consolidation, as Company we will continue publishing Everis Consultacy Ltd gender gap figures independently, but with one vision in mind to close the gender pay gap.

Gender Pay Gap is one of the top priorities of our company business and People strategy. We understand the positive business impact of a more diverse workforce. Our workforce continues to encourage us to keep working on diversity and remaining us of its importance daily.
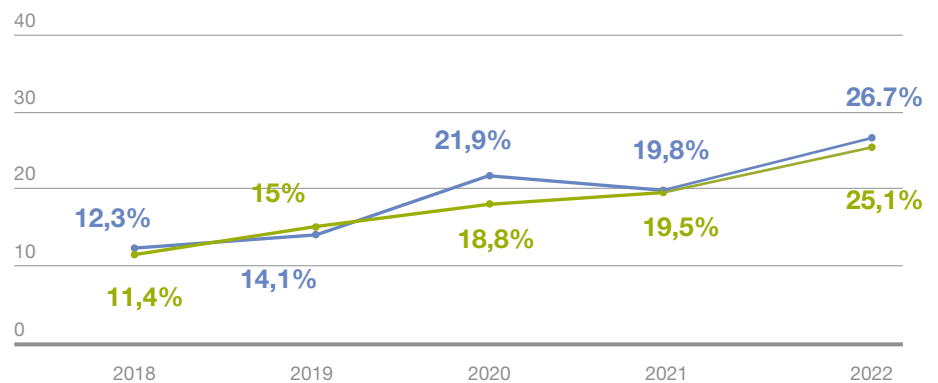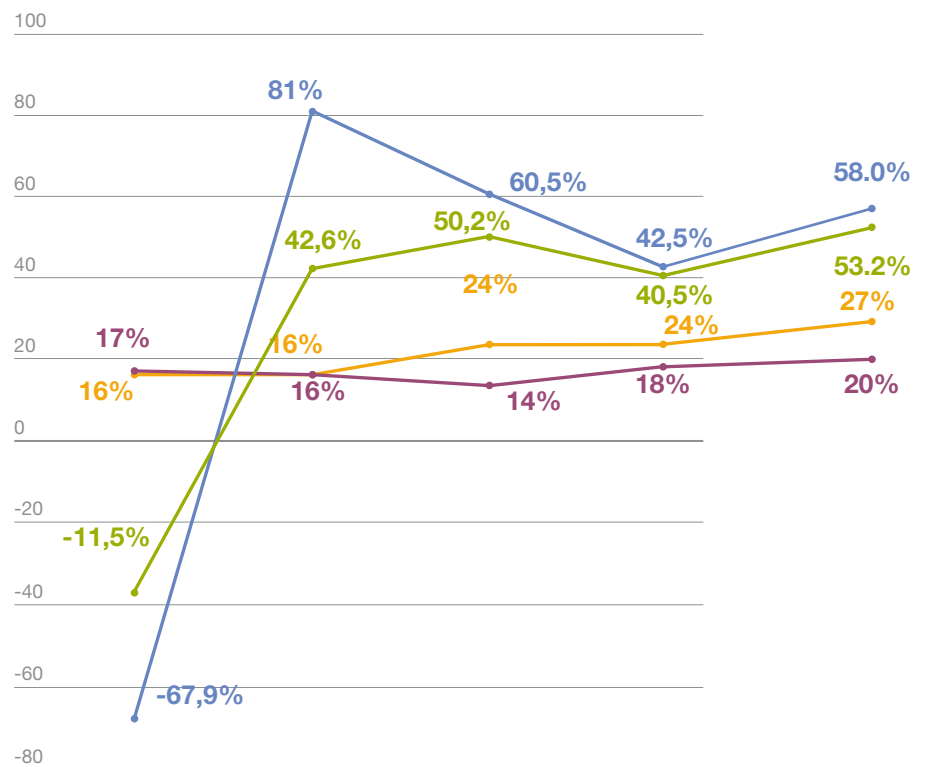
Gender Pay Gap Figures and Narrative
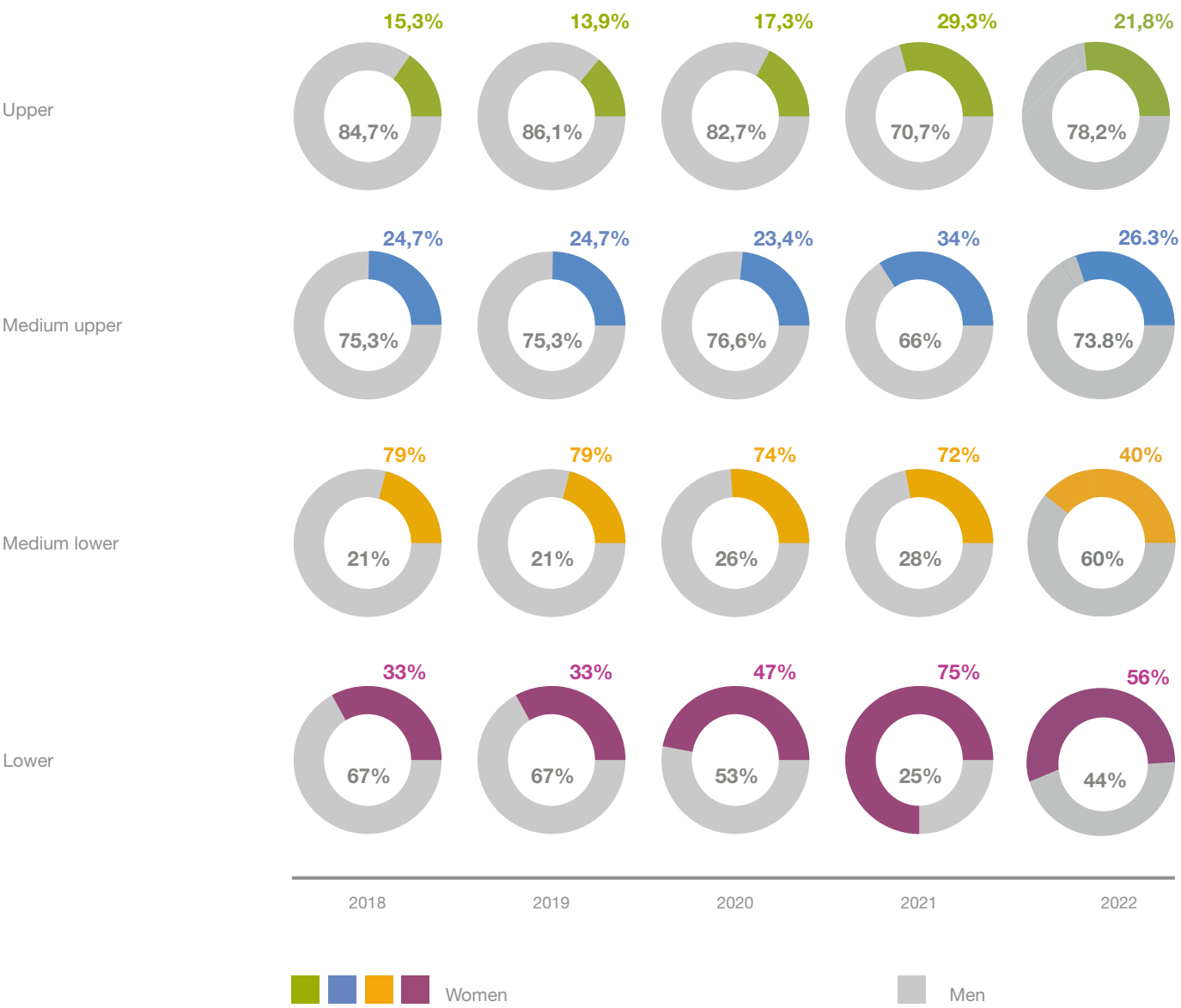
GENDER PAY GAP FIGURES & NARRATIVE

HOURLY RATE

■ Mean difference (green)

■ Median difference (blue)

	2018	2019	2020	2021	2022
Median difference	12,3%	14,1%	21,9%	19,8%	26.7%
Mean difference	11,4%	15%	18,8%	19,5%	25,1%

BONUS

■ Mean difference (green)

■ Median difference (blue)

■ Men w/bonus (orange)

■ Women w/bonus (purple)

	2018	2019	2020	2021	2022
Median difference	-67,9%	81%	60,5%	42,5%	58.0%
Mean difference	-11,5%	42,6%	50,2%	40,5%	53.2%
Men w/bonus	16%	16%	24%	24%	27%
Women w/bonus	17%	16%	14%	18%	20%

HC DISTRIBUTION PER INCOMES

	2018	2019	2020	2021	2022
Upper	15,3% / 84,7%	13,9% / 86,1%	17,3% / 82,7%	29,3% / 70,7%	21,8% / 78,2%
Medium upper	24,7% / 75,3%	24,7% / 75,3%	23,4% / 76,6%	34% / 66%	26.3% / 73.8%
Medium lower	79% / 21%	79% / 21%	74% / 26%	72% / 28%	40% / 60%
Lower	33% / 67%	33% / 67%	47% / 53%	75% / 25%	56% / 44%

Legend: Women | Men

There is an increase in our gender gap figure compared to last year's. Overall, our workforce is male-dominated which generates a greater pay gap in our overall figures. In addition, there are fewer women at the top level of the organisation, therefore a gender disparity.

We are equally mindful there could be a degree of conscious or unconscious bias in recruitment, performance management, promotions and talent spotting which inhibit the inclusion, opportunities, and progression of women. As a company, we have established processes that emphasise the importance of fairness and consistency to reinforce this. We continue training and educating our managers, leaders and recruitment team on unconscious bias.

83% of female millennials stated that they actively seek out employers with a strong record on diversity, equality and inclusion (PWC "The Female Millennial – The New Era of Talent")

Around 78% of large organisations acknowledged having pay gap in the technology sector

Studies have shown that the two biggest barriers for women in tech are a lack of mentors (48%) and a lack of female role models (42%). These two facts on its own can have an impact on attracting more women into the IT Industry. Furthermore, a study led by Accenture and Girls who Code, showed that 50% of women abandon technology careers by the age of 35 and that women are leaving tech roles at a 45% higher rate than men. Only 21% of women in the study said they believed that the technology industry was a place they could thrive, sadly that number falls steeply to 8% for women of colour. Another interesting outcome of the study was that 37% of respondents cited company culture as the reason for abandoning a career in tech.

Flexibility is key, we offer flexible working hours, and working towards implementing new ways of hybrid working, in the meantime our employees continue to work remote, visiting the office to collaborate.

The labour market is very competitive and attracting calibre talent is very competitive and challenging. We understand that the post-pandemic hiring recovery that has been felt for some time now will continue throughout 2022, meaning strong demand for talent across the IT sector.

We will need to be increasingly creative and master the art of flexibility to attract, retain and upskill.

The competition to attract new talent is growing fiercer than before, and this presents a pragmatic threat to businesses everywhere, and we are no exception. The pandemic has changed considerably the dynamics, employees are more and more questionable have more and more questions about what they are doing, the purpose of it, and many are leaving jobs to pursue what fits their lifestyle and organisations that understand their needs.

A company is as good as the people it employs, if we want to thrive, we will need to respond to the new power dynamics.

Our head of Talent Acquisition Lead "Julia Garcia" says, the challenge, is the massive difference between women in the IT market in the UK. Moreover, our profiles demand is focused on specialist profiles and technology specialists.
The graph below illustrates the gender diversity in UK's Technology market. It is quite self-explanatory the challenges of hiring female professionals, where there is scarce of women in the IT labour market.

Gender diversity   71%

29% **Female**

75,3% **Male**
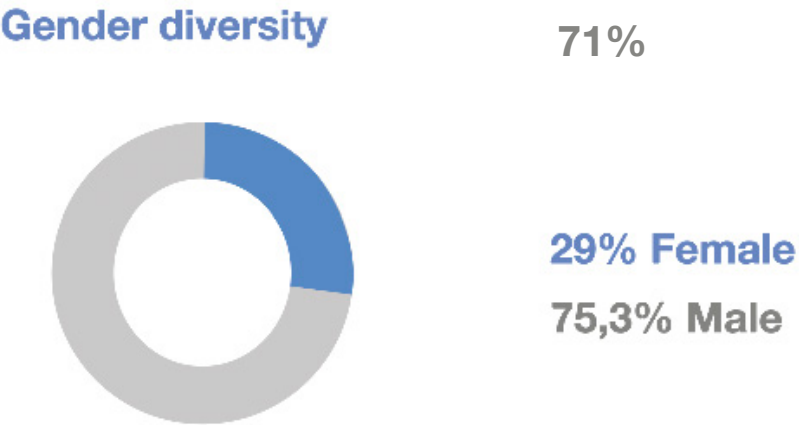
Source:linkedin talent insights on uk's technology market

Job post reporting	Candidate demographics
Gender	View to apply rate
Male	20%
Female	17%

To summarise, due to the lack of women in the labour market, and women leaving the IT market, it imposes challenges for us to close the gender gap pay, but we will continue to work towards achieving are more balanced workforce in the future.