

2022 Gender Pay Gap



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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.

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Fernando Apezteguia
CEO

“

We have started the essential work to build a more equitable and diverse NTT DATA UK&I but we have more work to do and our focus will be on building programmes and processes to address equity and gender parity.

”



Clare Stephens
VP, Diversity, Equity, Inclusion

Introduction

Gender Pay Gap Report 2022

We have published our Gender Pay Gap report in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. During recent years, we have seen a steady 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.

During the last year, Everis Consultancy rebranded and became NTT DATA and in 2023, will be fully integrated in to NTT DATA UK Limited. As such we have combined the Gender Pay Gap report as we are running the same initiatives. However, you will see two sets of results presented.



NTT DATA UK LIMITED

Gender Pay Gap

Hourly Pay

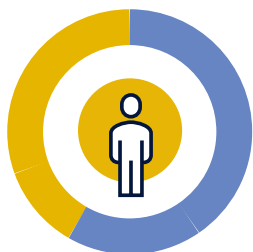
- Decrease in GPG compared to last year (both mean and median)
- A consistent decrease in the gap

Gender Pay Gap		
Pay Gap	2022	2021
Mean	19.8%	20.6%
Median	20.8%	26.2%

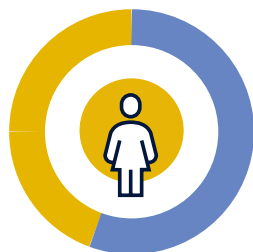
Bonus Pay

- Mean bonus GPG is 49.3%, down from 2021
- Median bonus GPG is 76.4%, also down from 2021

Bonus Pay Gap		
Bonus Gap	2022	2021
Mean	49.3%	50.7%
Median	76.4%	83.8%



58%



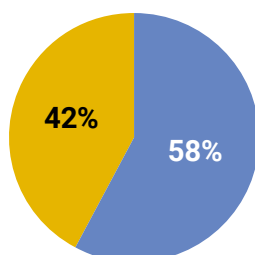
55%

- The percentage of men who received bonus pay: 58.0%
- The percentage of women who received bonus pay: 55.0%

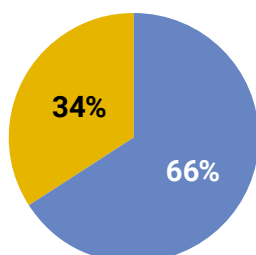


Gender split

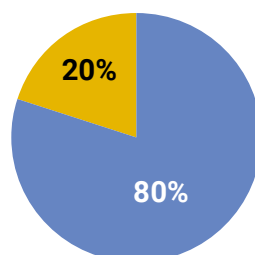
Lower Quartile



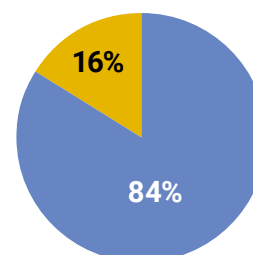
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



■ Males

■ Females

EVERIS CONSULTANCY LIMITED

Gender Pay Gap

Hourly Pay

- Mean hourly GPG is 25.4%, a small increase from 2021
- Median hourly GPG is 23.9%, down from 2021

Gender Pay Gap		
Pay Gap	2022	2021
Mean	25.4%	25.1%
Median	23.9%	26.7%

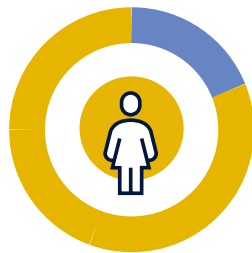
Bonus Pay

- Mean bonus GPG is 36.8%, considerably reduced from 2021
- Median bonus GPG is 47.5%, also down from 2021

Bonus Pay Gap		
Bonus Gap	2022	2021
Mean	36.8%	58.0%
Median	47.5%	53.2%



24.2%



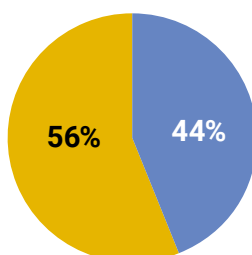
19.1%

- The percentage of men who received bonus pay: 24.2%
- The percentage of women who received bonus pay: 19.1%

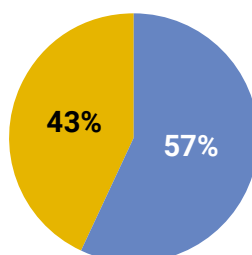


Gender split

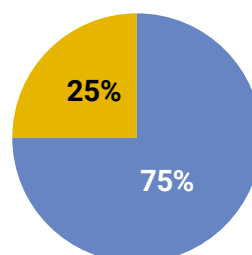
Lower Quartile



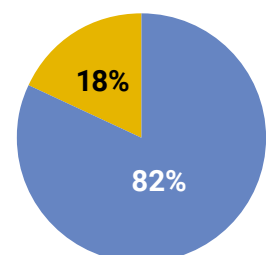
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



■ Males

■ Females

We have reduced the Gender Pay Gap on some of our metrics, across both entities most notably the Median Hourly Rate which has reduced by 5.4 and 2.8 points, year on year, respectively. On the Mean Hourly Rate we see a small decrease of 0.8 points on NTT DATA entity and a small increase of 0.3 points on the former Everis entity. 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 2023.

At NTT DATA we continue to focus on the attraction, development and retention of diverse talent. In 2023 we will offer an enhanced benefits package for our Entry level and Professional Level staff. We are reviewing our guidelines and commitment to flexible and hybrid working and placing renewed amplification on female role models and intersectionality through our Inclusion networks.



Diversity, Equity & Inclusion

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

The Women's Business Network, the 30% Club partnership and RISE are focused on supporting, developing and growing women in the workplace. Our target is to have at least 30% women across all levels and we are designing

new KPIs for 2023 to focus on entry-level and leadership diversity.

NTT DATA's participation in the '30% Club' in addition to our internal mentoring scheme allows NTT DATA women to benefit from exposure to external mentors; enhancing careers and building a strong pipeline of future female leaders.



DoDiversity

NTT DATA UK launched its DoDiversity campaign in September 2020 to encompass a wide range of activities promoting diversity and inclusion in collaboration with NTT DATA networks, partners and charities and have participated in following Schemes/initiatives:

- Women in Cable Telecommunications (WICT), which NTT DATA UK sponsors alongside Virgin Media, and which provides a supportive network for women in the industry through podcasts, learning resources, and events.
- Reverse mentoring – a scheme whereby junior and younger members of staff become mentors for more senior colleagues.



- In year 2021, NTT DATA UK sponsored 30 women to take part in the route2work digital academy scheme to learn core Microsoft skills. These women graduated from the academy in December and some went on to receive job offers from NTT DATA UK.
- Tech Academy: NTT DATA UK runs a Tech Academy to train a diverse group of people, including those without degrees, who might previously have been unable to secure a job in tech. Participants have included those returning from career breaks as well as people from completely different sectors.
- In 2022 NTT DATA has partnered with external organisations such as Neuropool and Mygwork to further focus on enabling and amplifying progress in LGBTQ+ and Neurodiverse communities. These partnerships help not only to support and grow our Inclusion Networks and their work but also to enable us to better educate and consider women and their many intersectionalities
- NTT DATA UK continues to be recognised as a Diversity Leader in the annual Financial Times Diversity Leaders rankings for 2022.