



Idox Group Gender Pay Report 2019



Foreword

As a major UK employer, Idox is delighted to be taking part in Gender Pay Reporting, for the second year. Idox Group is a leading provider of specialist software and services to both the public and private sector. Our customer network is diverse and spans a range of industries in the UK and overseas including local and central government, health and social care, transport, education and engineering.

We have been undergoing a period of transformational change and have been undertaking a body of work in relation to employee engagement. I appointed Ruth Paterson, Head of Corporate Services to lead on this initiative. We have been very mindful of the barriers that stop women in the workplace fulfilling their potential and recognise that meaningful change will only be visible in the longer term.

We do have a very generous maternity pay scheme, and actively engage with employees on their return to work to ease the path to employment in a way that suits them. I am personally leading an initiative to identify talent within the Group, and am encouraging senior managers to develop and support high potential women. We are also committed to review our recruitment processes to ensure we challenge any bias in Recruitment (even where unconscious) to make sure we attract and retain the best candidates, on merit.

In addition, Idox will ensure equal opportunity for all colleagues to apply for promotion and pay awards as requirements arise inside the Group.

As observed last year, Idox is similar to other technology companies, in having a greater number of male employees applying for our roles, and a greater number of males with long tenure. The board is mindful that we need to address the sector's structural issues and making the improvements outlined in our plan that we will successfully increase the number of women in Idox and the technology sector more broadly, and reduce the gender pay gap.

In 2016, Mercer conducted a study of the gender pay gap in the UK high-technology sector and found that men in high-tech companies earn on average 25% more than women (the overall UK gap is almost 18%). The report also stressed the low numbers of women working in technical roles at each of the companies surveyed.

Foreword cont.

At the snapshot date of April 2017 the gender split of our overall workforce was 71.5% (M) v. 28.5% (F). At April 2018, the split was 68% (M) v. 32% (F), demonstrating a modest, positive adjustment.

The difference in average (mean) Bonus pay in this report shows a difference of -2%. This means there that the average Female bonus was 2% higher than the average Male bonus in the sample.

Within Idox, we see a gender split close to 50/50 in management and supervisory roles in a number of functions and business units. However in technical domains, for example – IT Operations, Product Development, Software, the split is closer to 80/20. This does seem to align with the Mercer findings overall, but also demonstrates our commitment to a balanced workforce.

We have noted a shift in our Gender Pay Gap reported numbers. During this reporting year there were significant operational changes outwith the normal reporting cycle which has captured acquisition and disposal activity.



David Meaden
Chief Executive



Short Term Goals



By continuing to scrutinise our **recruitment policies** and procedures to eliminate bias, and to encourage females to apply in what can traditionally be perceived as a male-dominated environment.



By ensuring our policies encourage diversity and giving women **equal opportunities** to progress within Idox.

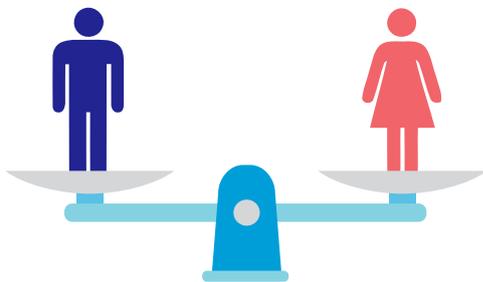


By reviewing our **Bonus and Commission plans** to ensure there is transparency and consistency for earning potential.



By fully supporting a **strong work-life balance** so that we retain our talented workforce. We will explore smarter and more flexible ways of working to meet the needs of our employees, customers and shareholders.

What is the Gender Pay Gap?



Equal Pay

Equal pay is the legal obligation for employers to give equal pay to men and women for equal work.

A Company can have a Gender Pay Gap without breaching any Equal Pay provisions.

Essentially the higher the percentage gap, the greater the disparity between men and women for the figures reported.



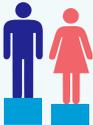
Gender Pay Gap

The Gender Pay Gap is a broader measure of the difference between the average earnings of men and women, irrespective of roles and seniority.

It looks across all job levels within an organisation.

Our Data

Difference between men and women

| | Mean | Median |
|---|--|--|
| Pay Gap  | 22% The difference in average hourly rates of pay that male and female employees receive by taking all hourly rates of pay and dividing by the total number of employees in scope. | 20% The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering individuals' rates of pay from lowest to highest and comparing the middle value. |
| Bonus Gap | -2% The difference in average bonus pay that male and female employees receive. | 10% The difference in the midpoints of the ranges of bonus pay that male and female employees receive. |

Proportion of males and females receiving a bonus payment

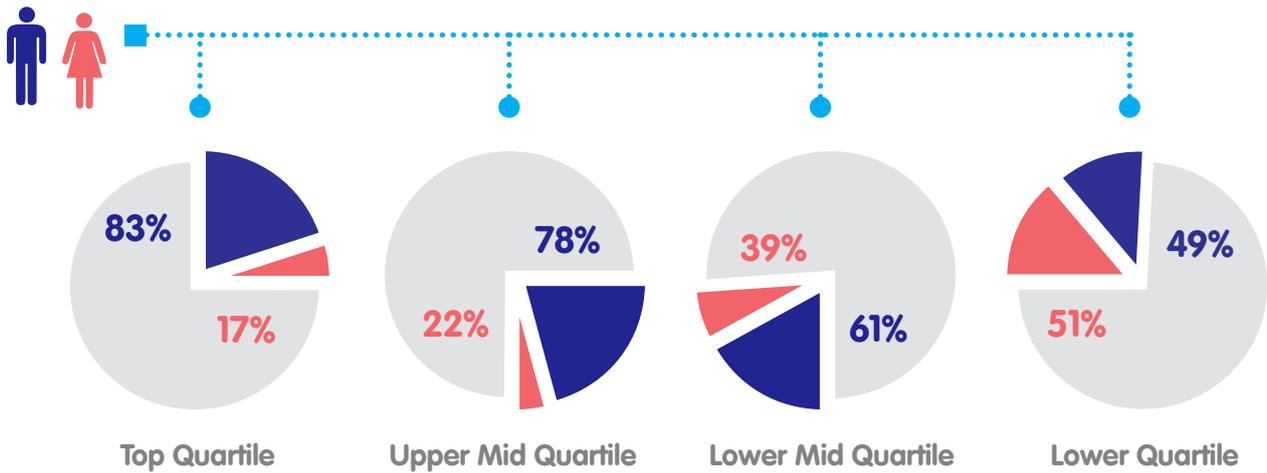
The percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5th April 2018.



Our Data cont.

Proportion of males and females in each pay quartile

This is the percentage of male and female employees in four quartile pay bands.



Declaration:

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ruth Paterson

Head of Corporate Services



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