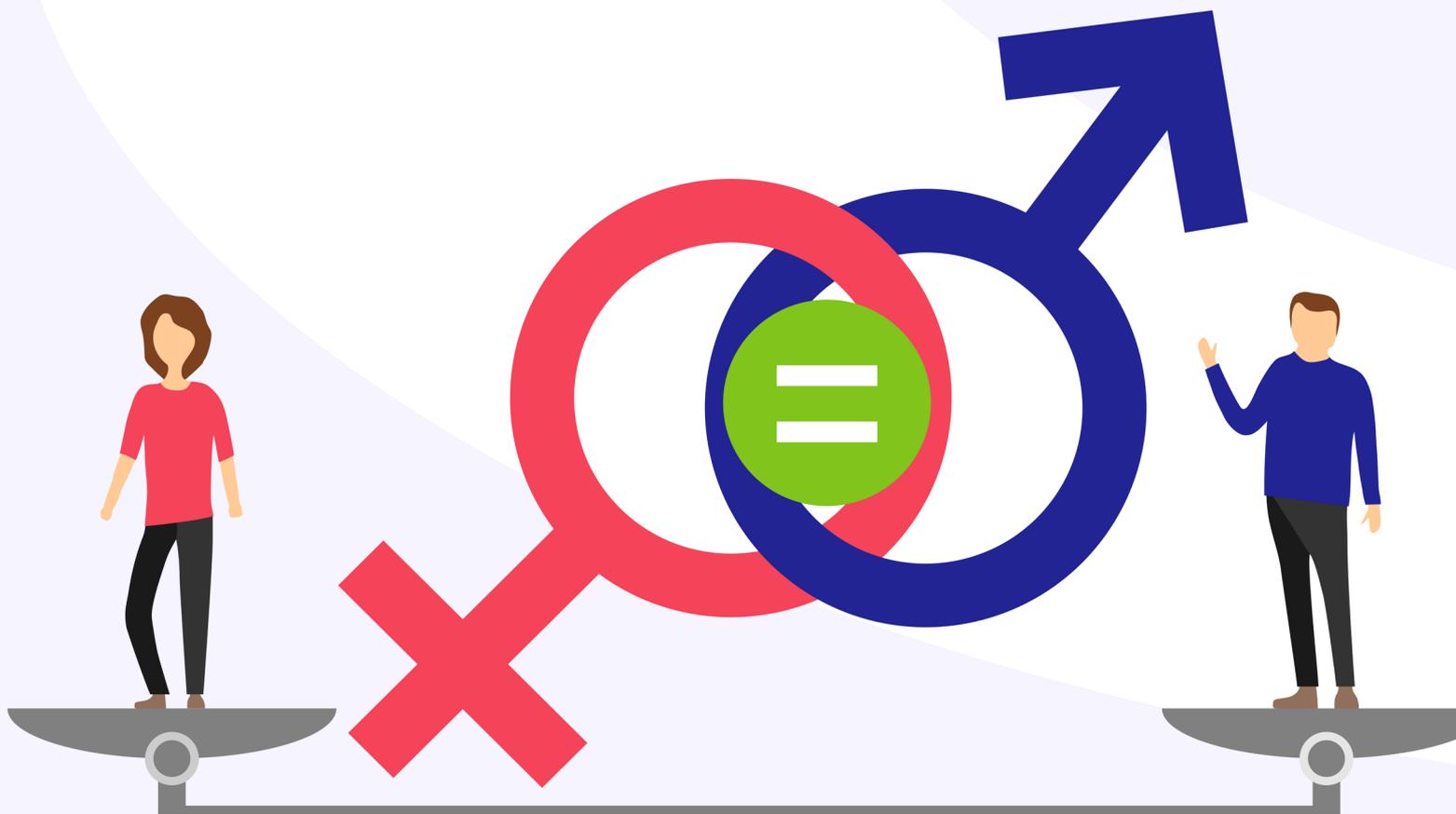


Idox Group

2020

Gender Pay Report



Foreword

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. As a major UK employer, Idox is delighted to be taking part in Gender Pay reporting, for the third year.

We have continued our programme of transformational change begun in 2018 and have been undertaking a body of work in relation to employee engagement. Ruth Paterson, Head of Corporate Services leads 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.

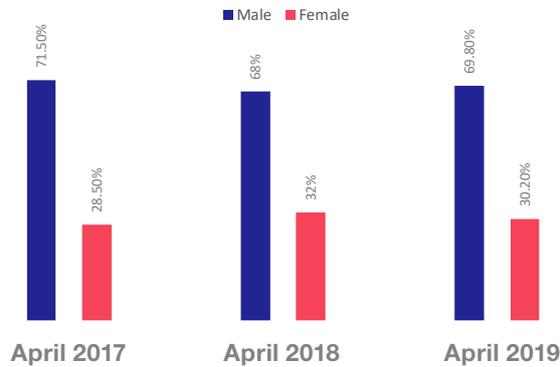
As I write, the UK economy, and therefore Idox, is in the throes of extraordinary change - addressing the threat of Coronavirus (COVID-19) whilst sustaining our people, customers and business. As a forward-thinking tech company, we can already see that our ability to flex our working routines to work from home, family present, benefits all employees with commitments. Idox colleagues remain focused and dedicated to giving our clients the best possible service.

Our virtual teams work efficiently, and our technology supports this. I hope that as we actively support female colleagues with work/life balance, this experience will bring extra confidence - to lead, and be rewarded accordingly. Once restrictions are lifted, we will be exploring ways in which we can bring more female talent into our business for our STEM requirements, starting with entry level roles and apprenticeships.

Last year, we reviewed 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 and took steps to encourage all staff to feel confident about applying for internal promotions and pay awards, as we set out in our 2019 report. As previously observed in our gender pay reports, 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.

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...



The general argument made by tech companies for their gender pay gap is that:

- (a) within the technology sector, gender pay gaps typically result from the industry attracting more males than females into technical careers, which then lead into higher paid roles and
- (b) under-representation of women in the higher pay quartiles, especially senior management roles.

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). At April 2019, the gender split was 69.8% (M) v. 30.2% (F).

The difference in average (mean) bonus pay for 2019 shows a difference of -35.0%. This means there that the average Female bonus was 35% higher than the average Male bonus in the sample. This figure is representative of the higher number of females in home-based, commission earning roles within Idox UK. Idox is a meritocratic organisation. It should be noted that last year we reported the proportion of colleagues receiving bonuses was 19% (M) v. 15% (F), this reports sees the balance shifting positively towards our female colleagues, 17.2% (M) v.19.5% (F).

As before, 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. It is clear to us that STEM engagement should be our focus to address these technical gender imbalances. There is work yet to do, and we will continue to make progress in these areas.

Short Term Goals

Our primary goal is to reduce our pay gap by the end of our Financial Year 2020.



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.

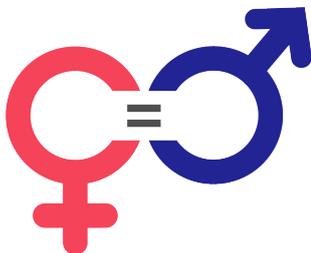


By reviewing our **Bonus and Commission plans** to ensure there is transparency and consistency for earning potential.



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?

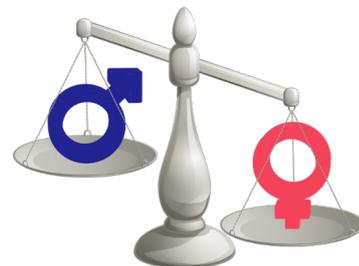


Equal Pay

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 report.



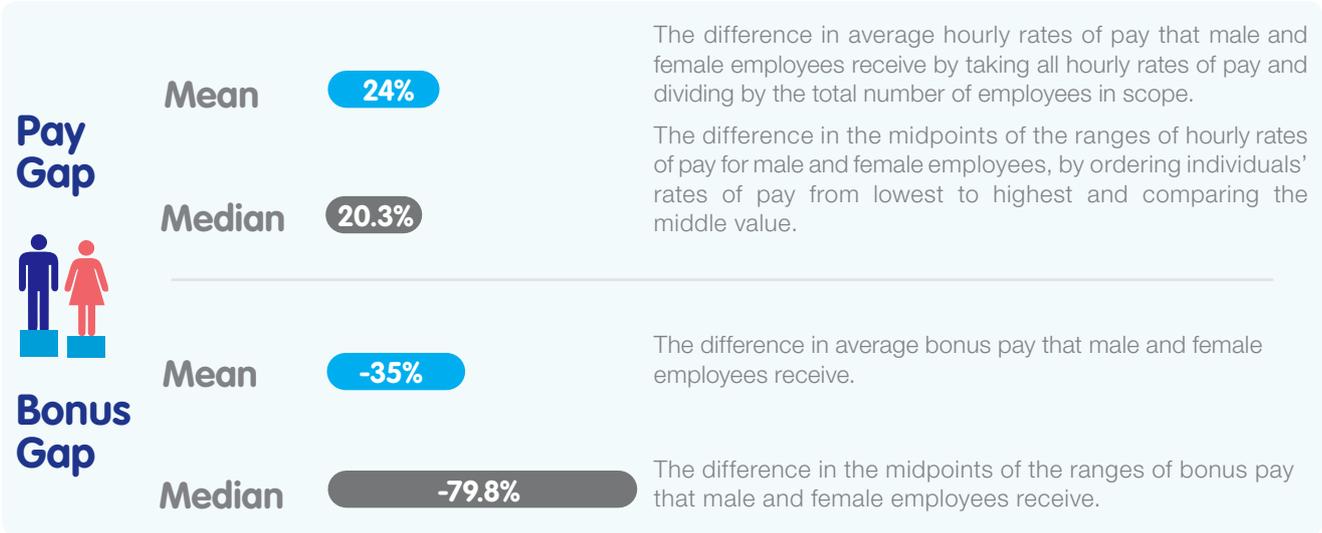
Gender Pay Gap

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.

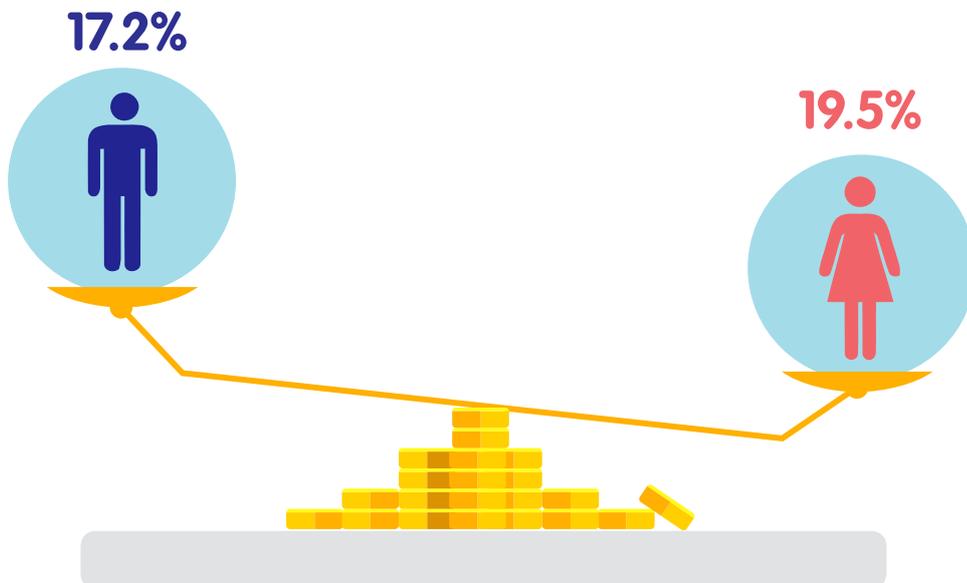
Our Data

Difference between men and women



Proportion of males and females receiving a bonus payment

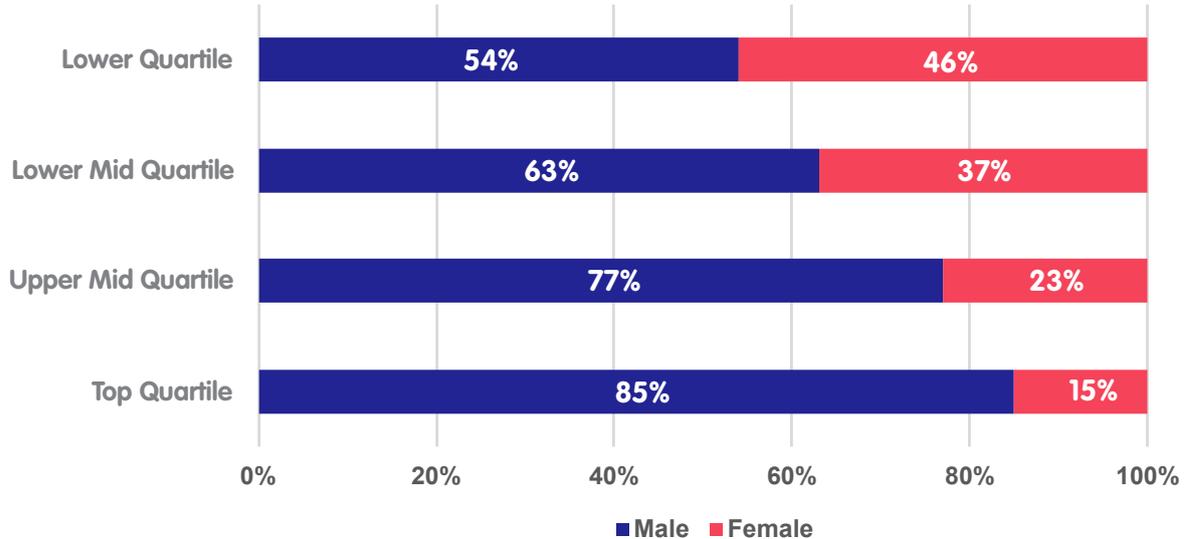
The percentage of men and women who received bonus pay in the 12 months leading up to the snapshot date of 5th April 2019.



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.



I confirm that the Gender Pay Gap data contained in this report is accurate.

David Meaden
Chief Executive



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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