

## **Mastek UK Gender Pay Gap Report**

I am pleased to share the Mastek UK Limited (**Mastek**) gender pay data for the reporting period ending 5 April 2018. Mastek is keen to accelerate its growth and supports every effort to promote and ensure fair Compensation for all employees.

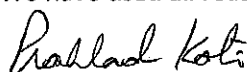
Providing equitable pay packages and benefits regardless of gender, race or other characteristics is a part of our culture that helps create a better balance between men and women in our workforce. It helps us draw the best talent and gives is a key contributor to the business success at Mastek.

Mastek is committed to the highest level of business ethics and integrity in all its business dealings with its customers, suppliers, business associates, and employees. Mastek is ensuring that working conditions in the value chain are safe, that workers rights are protected and that employees are treated in a manner respecting the cultural and legal differences found throughout the world. To these ends, Mastek is committed to creating a better balance between men and women in our workforce and doing more to attract women to our company and our industry overall. Women make up 39% of our workforce, a figure we are working on to increase. We regularly review our compensation packages of our workforce to ensure that our paying equitably.

Mastek's workforce comprises a diverse range of cultures, skills, and passions put together with a common purpose of providing solutions to our customers and stakeholders. We believe in rewarding and recognizing our workforce with training and growing leaders from within the organization. We have therefore invested and continue to invest in training and leadership development. Our performance management system is built to encourage a high performing culture that results in rewards and compensation decisions that are fair and equitable for all employees. We encourage our employees to make the most of these initiatives, share new ideas and help contribute to our efforts in harnessing a dynamic diverse organisation.

For a technology company, Mastek has an admirable number of women in its workforce. We are aware, however, of the disappointing number of women currently in our senior Sales and Management teams which is a significant challenge across the UK market. Mastek takes gender equality seriously and therefore have put together a strong talent management strategy of hiring the best talent in the industry, a conscious effort is being made to hire more women in the senior management roles who will represent the diversity of our customers and stakeholders.

We have used all reasonable efforts to ensure the figures and calculations stated in this Report are accurate.



**Prahlad Koti**  
**Managing Director**



## The Difference between Gender Pay Gap and Equal Pay

The Gender pay gap is the difference between the earnings of the average woman and the average man in a workforce, regardless of the nature of their role and responsibilities.

Equal Pay compares the compensation of employees with the same job category, title, responsibilities and experience. Rather than identifying differences in pay between all men and women across all jobs, it examines whether men and women in similar roles and with similar skills are being paid differently for doing equal work.

## Calculating the mean and median

- ♣ The mean pay for the average woman at Mastek is 20% lower than it is for the average man
- ♣ The mean bonus for the average woman at Mastek is 63% lower than it is for the average man.

	<u>Mean</u>	<u>Median</u>
Mastek UK gender pay gap:	20%	5%
Mastek UK gender bonus gap:	63%	87%

- ♣ The median pay for the average woman at Mastek is 5% lower than it is for the average man
- ♣ The median bonus for the average woman at Mastek is 87% lower than it is for the average man.

## Gender proportions and pay results for Mastek

In the UK Mastek employs more men than women. Of our workforce **39%** are women. The data below shows proportion of men and women in each quartile pay band:

	Men	Women
1. Quartile 1	86	7
2. Quartile 2	82	10
3. Quartile 3	73	20
4. Quartile 4	59	33

Women employees are significantly less represented in the upper pay quartile than men, which contributes to the gender pay gap and gender bonus gap.

Some roles at Mastek, such as sales pre-sales and management have much higher percentage of total pay in variable pay and bonus. Non Sales and non-management roles have a much lower percentage of total pay in variable compensation.



### **What is Mastek doing to advance equal pay?**

At Mastek, our goal is to create a balanced and diverse workforce whilst delivering exceptional business results. We take gender equality seriously and we have made commitments to increase the number of women in our organization by:

1. Aiming to hire at least 20% of women in senior and leadership positions who will represent the true culture of Mastek and represent our diverse customers and deliver our business goals.
2. We have introduced an in-house support programme to encourage women to return back to work post maternity leave by offering flexible working hour job opportunities. Fixed term job opportunities with a possible conversion to full time employment.
3. Special hiring campaign held on International Women's Day aimed at hiring women for the job opportunities available.
4. Aiming to hire at least 50% of women interns as part of our hiring initiatives each year.
5. Ensuring we offer training and development to women who choose to enter into senior management positions within the organization.

For more information on what Mastek is doing to increase the representation of women and other populations in our workforce, do visit our website on [www.mastek.com](http://www.mastek.com)