

FIRST DERIVATIVES 2017 GENDER PAY GAP REPORT



“FD is a dynamic and exciting place to work where anyone can reach their full potential. As such, I am proud of the role FD is playing in improving the gender balance in technology in the UK. The under representation of women in IT, at just 17%, is well documented and is rightly regarded as an issue that needs to be addressed.

In the last three years alone, FD has recruited and trained 790 graduates, of which 237 (30%) were women, approaching double the national average. This is despite the fact that only 24% of STEM graduates are female, and underlines the fact that our recruitment processes are entirely bias free.

Neither do we discriminate on pay – all our graduates start on the same package and become eligible for the group bonus scheme after three years, regardless of gender. We have systems in place to review and benchmark salaries and bonuses to ensure we pay our people fairly and objectively throughout their career, without bias or discrimination of any kind.

While we outperform our industry generally, more remains to be done. In particular, we recognise that women are under-represented in more senior management positions. To address this, in this report we have set out some of the measures we are taking to follow through on our commitment to greater gender diversity throughout FD.”

Brian Conlon, CEO

First Derivatives ... a dynamic and exciting place to work where anyone can reach their full potential...



Results Summary

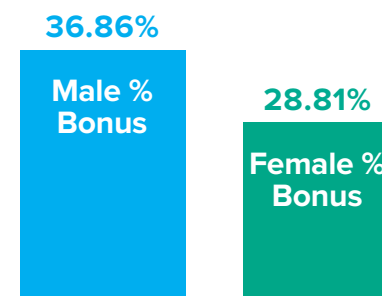
Gender Pay Gap – Bonus Breakdown

Gender Pay Gap - Mean and Median Figures

The table below shows the overall mean and median gender pay gap based on hourly rates of pay at the snapshot date (i.e. 5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at First Derivatives PLC for the financial year 2016-2017.

| | Mean Pay Gap | Median Pay Gap |
|------------------|--------------|----------------|
| Hourly fixed pay | 22.96% | 19.26% |
| Bonus Paid | 54.79% | 25.00% |

The proportion of men and women receiving a bonus in Financial Year 2016-17 is as follows:



Gender Pay Gap Quartile Split

The gender split among the Company's **1176 UK workforce** is **69.8% male** and **30.2% female**.

| | Male | Female | Total | Mean Gender Gap as % |
|-----------------------|--------|--------|-------|----------------------|
| Lower Quartile | 63.61% | 36.39% | 294 | 9.32 |
| Middle Quartile | 66.67% | 33.33% | 294 | 0.50 |
| Upper Middle Quartile | 71.09% | 28.91% | 294 | 2.82 |
| Upper Quartile | 78.23% | 21.77% | 294 | 19.78 |

Action Plan

We are confident that men and women are paid equally for doing equivalent jobs across our business. We aim to decrease the gender pay gap over the next 3 years by continuing to develop and promote women across FD.

Recruitment: Improving gender pay gaps starts with ensuring recruitment practices are targeted and unbiased. Our targeted recruitment campaigns aim to ensure that women are encouraged to join FD. We have increased sponsorship of 'Female Societies' in Universities globally, across a number of STEM disciplines, as well as targeting female recruitment at all levels in FD.

Culture: FD is committed to developing a culture of high performance in a well supported and caring environment for all our staff regardless of gender. We celebrate and showcase female achievement across our business but recognise that there is more for us to do.

Flexible working: We provide a range of flexible working options to encourage both women and men to balance their responsibilities and continue to work for FD as their lives change. As well as career breaks, shorter working hours and many work from home arrangements, we provide a flexible environment to ensure our female staff can continue to thrive and be successful.

Career development: We are committed to providing strong female role models for women throughout their careers. As well as raising the profile of women in leadership roles in FD we want to do more to nourish and develop some of the fantastic talent we have within our business and create the pathways, opportunities and support to help women succeed.

Mentoring: We have a well established mentoring programme at FD which aims to support women throughout their careers. We have held a number of 'Women in Tech' events globally to showcase our female talent and create a network of support for women across our business. Mentoring is a focus for the FD business, with Board level support, which will help with female retention and ensure that we promote female talent into leadership roles across our business.



Catherine Harrison
Senior Vice President
HR & Training