

Gender Pay Gap Report: 2017-18

Introduction

At Six Degrees, our commitment to 'Our People' is one of our guiding principles. At the heart of our strategy is a commitment to a diverse and inclusive environment. We know that what matters is finding the right people, investing in their development and, together, really making a difference – to our teams, to our clients and to our communities.

We think we're well on the way. In our 2018-19 Employee Engagement Survey, our colleagues voted overwhelmingly that Six Degrees is a safe place to work, free from discrimination of any kind; they told us that Six Degrees is a place where people enjoy what they do, and where they are proud to work.

With the rest of the technology sector, we understand that there is still a considerable distance to go. We're pleased to be at the forefront, however, and our first Gender Pay Gap report sets out where we are on the journey - and where we're going.

About This Report

This report details the Gender Pay Gap reporting requirements as per the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which require companies with more than 250 employees to publish:

- Mean (average) and median (mid-point value) Gender Pay Gaps;
- Mean and median bonus Gender Pay Gaps;
- The proportion of males and females receiving a bonus; and
- The proportion of males and females in each pay quartile.

Note, however, that a Gender Pay Gap is not about equal pay: equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. A Gender Pay Gap is a measure of male versus female participation in the workplace across all levels, irrespective of their role or responsibilities.

Our Gender Pay Gap

The Gender Pay Gap illustrates the difference in male versus female earnings across Six Degrees. We recognise that we do have a Gender Pay Gap, with a mean difference of 23% and a median of 22%. Whilst we have adopted a range of proactive strategies to address this, we consider that the current gap takes some explaining.

Mean and Median Gender Pay Gap		
	Mean (average)	Median (mid-point)
Gender Pay Gap	23%	22%

Pay decisions are in no way influenced by gender. At Six Degrees, as with most organisations in our sector, our positive pay gap reflect our larger male population, particularly in senior, more highly remunerated, roles.

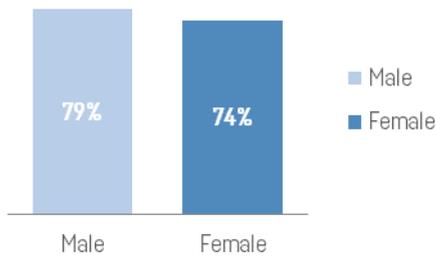
Some of this is symptomatic of the industry; historically, there have been a higher number of males entering the technology arena which, coupled with Six Degrees' more recent acquisitions of other organisations, has presented an additional consideration.

Our Bonus Pay Gap

Six Degrees operates bonus and commission schemes which are designed to recognise and reward individual, team and organisational achievement. The mean and median differences between male earnings and female earnings in the 12 months to 5 April 2018 were 23% and 22% respectively.

Bonus Gender Pay Gap		
	Mean (average)	Median (mid-point)
Bonus Pay Gap	23%	22%

Proportion of Employees Receiving a Bonus



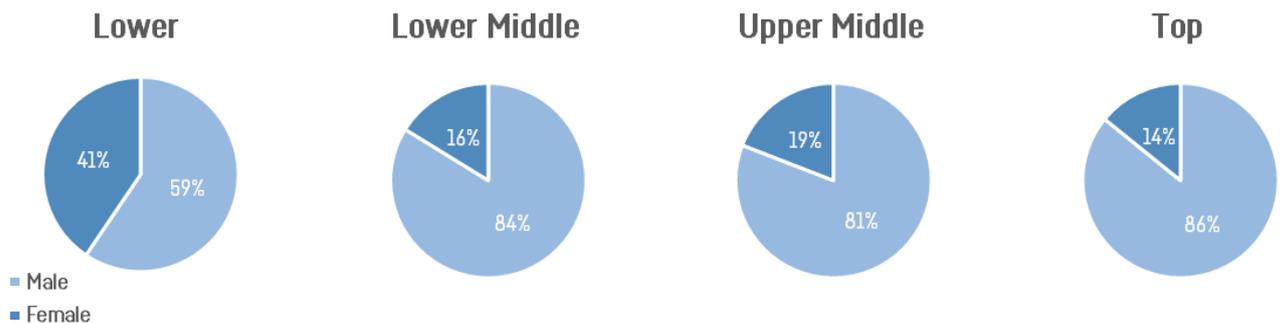
This difference is largely due to the higher proportion of males in business development roles, where commission payments comprise a much higher proportion of each individual's total compensation.

It is our desire to ensure that everyone has equal access to the opportunities that we can provide. Achieving a gender balance in our sales and business development function, as with the rest of our business, remains a priority for the year ahead.

In the 12 months to 5 April 2018, 79% of males received a bonus or commission payment, versus 75% of females, with lower female participation owing to a higher proportion of female employees engaged on non-participating, short terms contracts.

Our Pay Quartiles

The charts below outline the proportion of males and females in each pay quartile.



The largest proportion of females is in the lower quartile, and the lowest proportion is in the highest quartile. We see this as an opportunity to support the progression of our female employees, and to grow our future leaders.

Our Next Steps

Six Degrees is particularly passionate about advancing the interests of women in technology. This is why we were one of the keynote sponsors for the Women In IT Global Awards in 2019, showcasing the achievements of women in our sector and highlighting new role models. We also support *Tech Leaders Today*, an all-female careers fair focusing connecting female STEM

graduates with technology employers. We also have a number of other programmes underway to impact upon our Gender Pay Gap and to promote positive change. For example:

- *Talent Acquisition*

We're committed to identifying and creating new career pathways for women in our industry. We're underway with this, having removed any gender-biased language from our outward-facing media. We are working towards ensuring that every recruitment shortlist features at least one woman. This will be key in senior roles. We'll be doing more community engagement, proactively finding and encouraging women into the sector. We're also working to ensure that our management team have been trained in recognising and addressing unconscious bias.

- *Career Progression*

We are actively focusing on talent identification and development in the year ahead. This will include ensuring a range of development opportunities for female employees, including a mentoring programme, our management and leadership programme *Peak 6* and more co-ordinated networking opportunities.

- *Reward and Benefits*

We recognise that people are likely to be happier and more productive if they feel that they can look after themselves and their families. That's why we pay at or above the National Living Wage and the London Living Wage in all of our roles. We also offer enhanced maternity arrangements. In the coming year, we're putting additional focus on our compensation review processes, both within Six Degrees and externally.

- *A Culture of Diversity and Inclusion*

In support of our employees' work-life balance, many of our employees enjoy agile working opportunities that enable them to manage other priorities.

We have launched DIF, our Diversity and Inclusion Forum, which aims to make a DIFference to the experience of every employee. We believe that it really does take 'all sorts' and that by valuing our differences, celebrating our successes and continuing to nurture our great team culture, Six Degrees will continue to be a place where every individual can flourish.

Having said that, we understand that sometimes people will move on. We're committed to understanding more deeply why employees, particularly women, would leave Six Degrees, and using their feedback decisively.

Declaration

The Gender Pay Gap data contained in this report is accurate and has been produced in accordance with the regulations.

David Howson



CEO

Liz Cook



People Director