

# Gender Pay Gap 2020



At NTT DATA diversity is incredibly important to us. We want to ensure that we create a culture where people can be themselves at work, regardless of their gender or any other attribute.

I am pleased that our gender pay gap has improved year on year since we started reporting it and in particular, our mean gender pay gap has decreased by 2.9% comparing to last year. In addition I am proud that our mean bonus pay gap has significantly improved this year, decreasing by 6.6%. I believe this is a direct result of recruiting and promotion women at all levels of our organisation.

We are committed to building a strong culture centred around the fundamental principle of inclusion, where everyone feels welcome in the workplace. At the same time, we continue to review our policies and programmes to ensure they reflect and support our commitment. We are passionate about fairness and equality and we want to attract the best talent into our organisation. We are aware that there is a lot more to be done and we will remain committed to taking action.

Simon Williams, UKCEO



NTT DATA is committed to providing diverse and inclusive environment, a place where people feel they belong and can thrive. All research is pointing out that diversity in an organisation is directly linked to the success of the organisation but more importantly it's the right thing to do.

We have made headway and are proud to have seen a reduction in our gender pay gap and bonus pay gap. I believe this is a result of setting a comprehensive Diversity and Inclusion strategy and working towards increasing the proportion of women at all levels.

Although we have shown steady improvement over the last few years, we acknowledge that we need to do more to ensure diversity across the organisation. Our focus now is having at least 30% of women across all levels and starting to look into our ethnicity pay gap.

Kim Gray, Head of Diversity & Inclusion



# Statutory Gender Pay Gap

Over the last few years, we have been publishing our gender pay gap report according to the requirements of The Equality Act 2009 (Gender Pay Gap Information) Regulations 2017. We have seen a steady improvement in our mean gender pay gap. This shows that the actions we are continuing to take are working. However, we are still a long way away from where we would like to be.

It is important to note that NTT DATA UK monitors pay at all levels of the organisation and is firmly committed to equal pay, as set out in the Equality Act (2010). This ensures that a man or woman doing the same or a similar role are paid equally and is different to the pay gap.

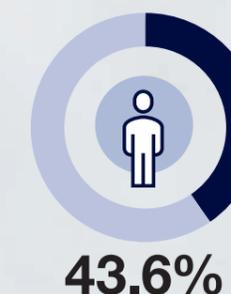
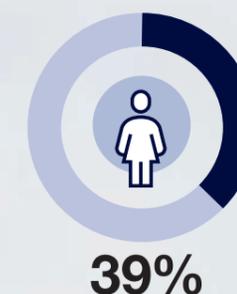
Gender Pay Gap is the relative difference in the average pay of women and men in the organisation. It measures the difference between the average earnings of all male and female employees, irrespective of their role or seniority. This should not be confused with equal pay which is the legal requirement to pay men and women the same for equal work.

Our statutory gender pay gap (GPG) figures are represented below.

Gender Pay Gap		
Pay Gap	2020	Diff to 2019
Mean	20.80%	2.9%
Median	27.70%	1.0%

Bonus Pay Gap		
Bonus Gap	2020	Diff to 2019
Mean	44.9	6.6%
Median	47.8	1.4%

Quartiles		
2020	Males	Females
Upper	84.5%	15.5%
Upper Middle	80.2%	19.8%
Lower Middle	58.0%	42.0%
Lower	65.0%	35.0%



# Inclusion Initiatives

## Family Friendly Policies

To support women in each part of their working lives we have enhanced maternity leave and shared parental leave policies. Our already competitive pension is extended to the entire maternity leave and fully covered by NTT DATA. In addition, we are taking a holistic approach tailoring financial education to women to help close the pension pay gap.

We recognise that coming back from maternity leave can be a daunting task. To support our female colleagues and give them the best chance to succeed in their careers after maternity leave we provide gradual return to work programme. As part of the programme we provide flexibility to new mums as well as guidance to them and their managers upon return to work.

## Career & Development

To empower our female colleagues and to ensure they thrive in the workplace we have developed Rise, internal mentoring programme. Our female colleagues are paired up with more experienced colleague to provide encouragement, support and guidance to help them reach their goals. In addition, we have reverse mentoring programme that allows us all to break barriers and grow as an organisation. We have clear guidance and full transparency when it comes to promotion and performance.

## Women in Sales

We have created a secondment programme whereby women in lower grades are given an opportunity to learn & develop by transferring to the sales team. Women are partnered with an experienced member of the team and given full exposure to all things sales. The idea is that even if they don't continue in the role they are taken out of their comfort zone and given opportunity to learn valuable soft skills that will help develop their careers.



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