

FIRST DERIVATIVES 2018 GENDER PAY GAP REPORT



“FD operates at the cutting edge of technology, providing exciting career opportunities in locations around the world that enable us to attract and retain leading talent. Key to our success is ensuring our people reach their full potential and I am proud of the success our recruitment, development and retention programmes have achieved to help fulfil this goal.

Throughout our operations we take active steps on inclusion. Last year, we reported that in the prior three years FD had recruited and trained almost double the national average of female graduates. We also outlined the systems we had in place to ensure we pay our people fairly and objectively throughout their career, without bias or discrimination of any kind.

Nonetheless, we recognised that more needed to be done and we set out a range of initiatives designed to reduce the gender pay gap, particularly by increasing the representation of women in senior management roles through measures around career development and mentoring. While this is a multi-year programme, I am pleased to report that the impact of these initiatives is already being felt. Our mean gender pay gap fell by 29% in 2018 and the mean bonus gap fell by 20% during the same period.

We are encouraged that this progress indicates our strategy is achieving results and remain committed to delivering greater gender diversity throughout FD.”

Brian Conlon, CEO

“ As someone who is passionate about accelerating women in business I am delighted with the success of the Group’s initiatives focused on accelerating the careers of women at FD. Combined with our leading role in the recruitment of women into IT, I believe FD can be a trailblazer - showcasing female talent in the industry for years to come.”

Donna Troy

Non-Executive Director and Chair of the Remuneration Committee



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

Results Summary

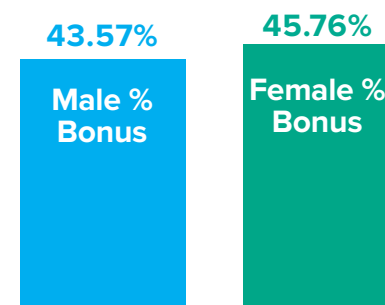
Gender Pay Gap – Bonus Breakdown

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 2018). It also captures the mean and median difference between bonuses paid to men and women at First Derivatives PLC for the financial year 2017-2018.

	Mean Pay Gap	Median Pay Gap
Hourly fixed pay	16.39%	3.85%
Bonus Paid	43.64%	26.05%

The proportion of men and women receiving a bonus in Financial Year 2017-18 is as follows:



Gender Pay Gap Quartile Split

The gender split among the Company's **1,439 UK workforce** is **71.30% male** and **28.70% female**.

	Male	Female	Total	Mean Gender Gap as %
Lower Quartile	71.94%	28.06%	360	-0.94
Middle Quartile	70.00%	30.00%	360	-2.77
Upper Middle Quartile	65.00%	35.00%	360	2.28
Upper Quartile	78.27%	21.73%	359	18.07

Action Plan 2018-2019:

Improving the gender balance is fundamental to our continued success. While we know that men and women are paid equally for doing equivalent jobs, we recognise that action is required to reduce the gender pay gap. This year, we are proud to report that our action plan to recruit, develop and promote women across FD has resulted in reductions in the gender pay gap across every quartile. To ensure this positive trajectory continues, we will continue to introduce measures across our business.

Recruitment: We are pleased to have maintained a gender ratio of 70% male and 30% female, well ahead of the industry in which we operate. We want to improve this ratio in the year ahead by continuing to drive targeted recruitment campaigns across the globe. With 80% of all recruits joining at graduate entry level, we have set internal targets to ensure that we achieve gender balanced graduate intakes. We use streamlined recruitment processes across graduate and experienced hiring to successfully target female recruits. We are confident that we can continue to attract the women that we need to meet the growth aspirations of our business.



Catherine Harrison
Senior Vice President
HR & Training

Culture: We recently signed up to Diversity Mark NI which recognises our commitment to gender diversity. This charter recognises that organisations cannot reach their full potential unless they benefit from the rich variety of talents and abilities of all employees. The charter follows a methodology of self assessment, target setting and review. We will use this process to embed the changes necessary to improve women's career progression and ensure working environments are fair and positive for all our people.

Flexible working: We continue to offer flexible working environments to all staff. We recognise that flexibility is key in both recruiting and retaining women at FD and we continue to work closely with our employees to understand what flexibility means to them.

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: Development of our Mentoring programme is a key priority for the FD business, with Board level support. The programme aims to help with female retention which in turn will help us promote female talent into leadership roles across our business.