

UNIT4

In Business for You

A BETTER EXPERIENCE 4U
UNIT4 GENDER PAY GAP REPORT



Unit4 Gender Pay Gap 2023

Under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, as an employer of over 250 employees we are required to publish the following information and retain it on our website for three years.

We have approximately 339 UK based employees and this data is based on the snapshot data for 2023. For the purposes of our reporting, we look at our employees who identify themselves as women and employees who identify themselves as men.

The gender pay gap shows the differences in the **average pay between men and women**. The gender pay gap is the percentage difference between men and women’s median hourly earnings, across all jobs in the UK. It is not a measure of the difference in pay between men and women for doing the same job. The Median is the mid-point in a set of data, while the Mean is the average number of a set of data.

This year we saw our mean pay gap going from 10.5% in 2022 to 19.6% in 2023. While we are increasing the overall representation of women in Unit4 many of our new hires have been into early in career roles. Whilst we are keeping a clear focus on increasing hiring of females leaders, we also want to ensure we actively recruit females into roles where they can grow and develop into our future leaders.

It is also important to distinguish gender pay from pay equity, which is about ensuring that men and women are paid relative to one another, based on role and location. At Unit4 we introduced our Global Job Framework with role and location based pay ranges in 2023. In having this construct in place, we can continue to focus on ensuring that men and women are paid equitably for doing the same role. This will contribute towards our effort of improving our gender pay equity across the whole company as well as the UK.

This is our report for the snapshot date of 5th April 2023:

Pay



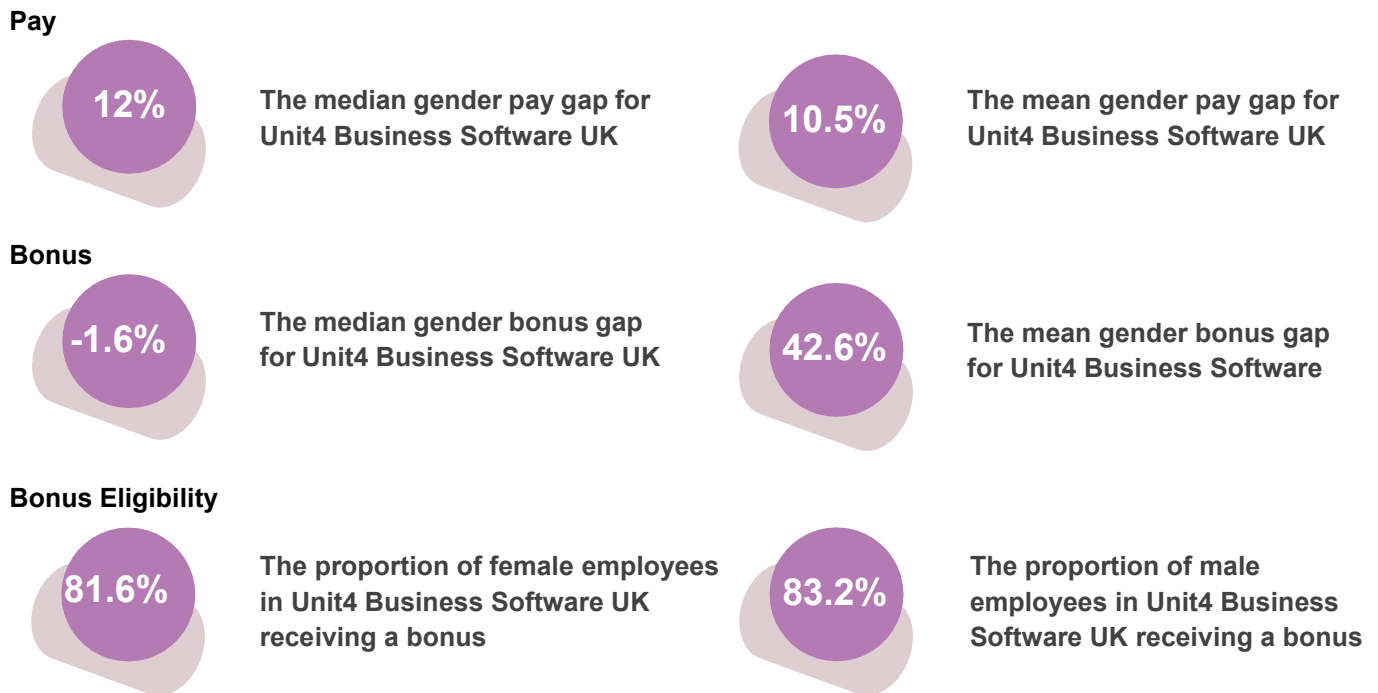
Bonus



Bonus Eligibility



Comparatively, this is our report for the snapshot date of 5th April 2022:



The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Understanding the Unit4 gender pay gap

Unit4 is part of the software industry, which is collectively focused on driving the gender pay gap down across the whole industry.

Our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather it's the result of the several things such as the nature of roles in the UK, such as sales, which have a high level of variable bonuses, along with the distribution of women and men in terms of the total headcount. At Unit4, our overall gender split changed from 39.3% female and 60.7% male population in 2022 to 43.1% female and 56.9% male in 2023 which was satisfactory. Additionally, there are still more males in the Upper and Upper Middle pay quarterlies, as can be seen in the pay quartiles on the next page. But the proportion of women in the Upper Quartile has increased from 25.9% in 2021, to 28.2% in 2022 and 39.3% in 2023, which is a positive change.

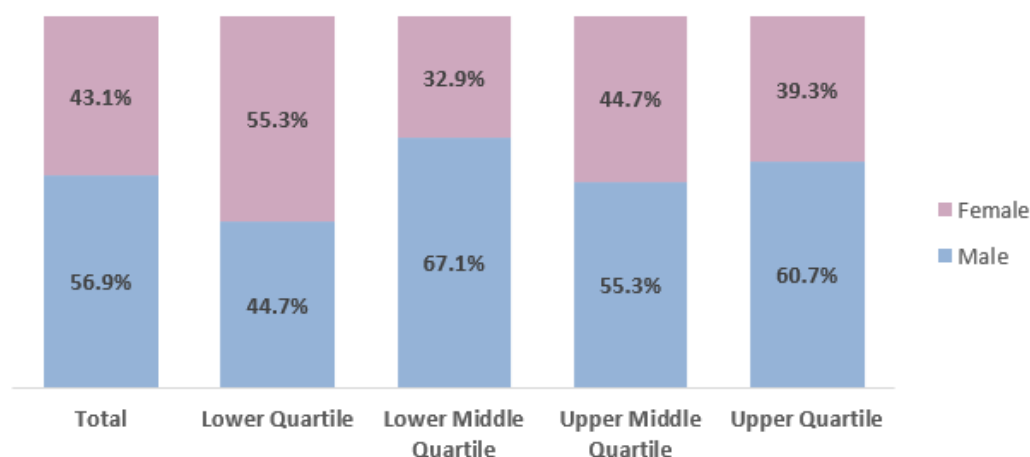
For there to be no gender pay gap, there would need to be an equal ratio of men to women in each of the quartile bandings detailed below. Our industry currently has an imbalance, but at Unit4 we are committed to ensuring greater diversity in our workplace, equity in our pay practices and taking continuous positive steps to see our gender pay gap significantly reduce year on year.

Gender within each quartile pay band in hourly pay 2023:

For gender pay gap reporting of hourly pay we look at the pay quartiles by gender. These are:

Brand	Description
Lower Quartile	Includes all employees whose standard hourly rate places them at or below the lower quartile.
Lower Middle Quartile	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median.
Upper Middle Quartile	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile.
Upper Quartile	Includes all employees whose standard hourly rate places them above the upper quartile.

Pay quartiles by gender



- Here you can see Unit4 Business Software Limited's UK workforce divided into the quartiles explained above, with the Lower Quartile the lowest-paid 25% of employees to Upper Quartile covering the highest-paid 25%.
- Within Unit4 Business Software Limited (UK) we have fortunately seen a change in the overall gender split from 39.3% female and 60.7% male population in 2022 to 43.1% female and 56.9% male in 2023.
- Some good news is that we have seen a change in the Upper Quartile from 71.8% male and 28.2% female in 2022 to 60.7% male and 39.1% female in 2023.

What are we doing to address our gender pay gap?

Whilst we believe that Unit4 Business Software UK's gender pay gap compares favourably with that of similar organisations across the UK economy, we want to go further and continue to reduce the gap every year. Beyond pay and bonuses at Unit4, we are focused on ensuring that we offer benefits and programs aimed at supporting females in the workplace, and that our people processes are inclusive and unbiased in their application.

Some of the ways we are making positive changes are:

Enhanced Family-Family Initiatives:

At Unit4, we provide a suite of enhanced family-friendly options to support all employees to better balance their work and personal lives. We offer competitively enhanced pay for Adoption Leave, Shared Parental Leave, Maternity Leave and Paternity Leave. We also offer phased returns to work (on a 100% pay basis) for employees who return from Shared Parental Leave, Adoption Leave and Maternity Leave and for employees whose partners return to work from any of these leave types.

We offer periods of reduced hours on full pay for life events such as (but not limited to) the move of close family members into care facilities, children starting or moving school, and any other situations where our employees could benefit from this flexibility.

We do this to recognise the changes that happen for our employees and show our support and commitment to recognising everyone as an individual. We want our people to feel able to work in a way that compliments their personal lives.

Role Benchmarking

Our Internal Reward Team benchmark new roles (and those that have not been benchmarked recently) during the recruitment process to ensure that we are paying our people fairly for the work they do. We are aware of the evidence that women are more likely to offer their current salary package information during the recruitment process, and as a result continually get underpaid in the market. Benchmarking roles enables us to ensure that people are paid fairly for the job they do.

It is important to us that our people are paid for the contribution they make; not paid the lowest amount they will accept.



Flex4U

Our view on where to work is simple. Going to an office five days a week is no longer the only option. As many offices are now reopening, we believe that our people should still be able to choose whether they want to work from an office or not. As a true cloud software business, we naturally encourage them to meet up with colleagues where and when valuable, but we want them to always have the option to choose what suits them the best. Flex4U offers a wide range of options. For example, people can work from home one day, go to their office the next and work in another location the next. They can have meetings with their colleagues in an office or meet up in a coffee shop; It's up to them!

As for when to work, Flex4U is all about flexibility. We trust our people to manage their own time. They do not have to miss their sports sessions. They can still do their school run, walk their dog, visit a friend or look after their elderly parents during parts of the traditional work hours when there is time to do tasks later or earlier that day. What matters is to deliver results that satisfy themselves and Unit4.

And lastly, from our perspective, if we have happy, well-balance people, we can nurture a productive, creative environment, where we can all grow.

We believe that we achieve the best work results when we ensure our mental, physical and social wellbeing. We appreciate work is never done in isolation. We encourage our people to be surrounded by family and friends, work in teams, be active, learn new things, and most importantly, look after their wellbeing.

Diversity4U and Employee Resource Groups

Diversity is about different dimensions of gender, age, ethnicity, religion, sexual orientation, socio-economic status and physical abilities. At Unit4, we don't just focus on these differences to make our workplace diverse.

It's our vision to build a global culture that appreciates diversity in all its forms and promotes inclusion and a feeling of belonging by celebrating everyone's uniqueness.

In 2023, we launched our Employee Resource Groups (ERGs), including "Women at Unit4" and "Mental Health and Accessibility at Unit4". Our ERGs are open for all employees to join, reflect and understand how we can all do more to make the world an equal place. The main role of ERGs is to foster a diverse and inclusive workplace through community building and engaging our people. They are pivotal in raising awareness on the topic of

gender equity, as well as contribute to continuous improvement of our culture and practices.

In the "Women at Unit4" ERG we had promoted panel discussions on various topics organised throughout the year: Male Allyship, Gender Bias in AI ethics and arranged coffee corners/networking to explore opportunities for women. We also started a mentoring program pilot for women employees to be each other's mentors or mentees with the aim of learning from leaders across the organisation and work on personal and leadership development.

In parallel, we are undertaking a holistic review of our people processes throughout the employee life cycle, to ensure they are equitable. Most notably, we are implementing changes to our recruitment process, with key actions aimed at improving our gender mix. These include reviewing our job descriptions to use inclusive language and remove "gender-coded" terms, the introduction of skills-based interviews, training our talent acquisition team and hiring managers to remove bias, and sourcing activities to improve the diversity of our talent pipeline.

Female Health Services

In 2023, Unit4 introduced a new benefit focused on providing female health service supporting our employees and their partners in two different areas - 1. Fertility and Family and 2. Menopause and Ongoing Care. Individuals will be able to receive 1:1 support, guidance, education and referrals from local specialists based on their specific needs. Fertility and Family will assist with preconception, adoption, surrogacy, egg freezing and IUI/IVF. Menopause and Ongoing Care will provide access to virtual specialists in the areas of OBGYNs, mental health, career coaches, nutritionists and others where needed. This new benefit will provide resources for our female employees to better enable them to succeed at work whilst balancing these often-challenging personal situations.



How do we compare with the rest of the UK?

The UK median gender pay gap for 2023 (according to the 2023 Gender Pay Gap Data as of April 2023) is 8.19%. Our 2023 median gender pay gap is 7.9% and has reduced from 12% in 2022.

We believe that being in Business for People will continue to improve the lives of all our employees, not only females. We remain committed to reporting on an annual basis what we are doing to reduce our gender pay gap and update you on the progress we are making.



For more information go to:

unit4.com

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