

## Gender Pay Gap Report 2017/18

### BancTec Ltd Data Summary for UK:

- Women's hourly rate is 49.3% lower (mean) and 36.8% lower (median).
- Top salary quartile has 74.8% men and 25.2% women
- Upper middle salary quartile has 48.2% men and 51.8% women
- Lower middle salary quartile has 31.8% men and 68.2% women
- Lower salary quartile has 29.7% men and 70.3% women
- Women's bonus pay is 78.9% lower (mean) and 48.9% lower (median)
- 15.1% of men and 17.7% of women received bonus pay

### Data Narrative

We are an equal opportunity employer and generally advertise using internal company systems and online job boards.

A gender pay gap is mainly identified in respect of technology solution roles and senior executive management. The company is a technology company and male % difference in the top quartile includes specialist technology positions which are recruited nationally.

The current national recruitment picture indicates less than 1.3% unemployed within the IT sector and the sector has more male gender available workers within it. Our respondent picture in respect of technology vacancies averages at 86% male. The current national picture for this sector therefore presents a challenge to recruit females into this type of role.

Senior executive management retention figures are high with no vacancies available for past 4 years.

The Company has commenced a succession planning and career framework. Training of our existing staff has led to more internal promotions and a gradual increase of females taking on roles with more responsibility and management requirements. We expect this to impact positively over the next four years.