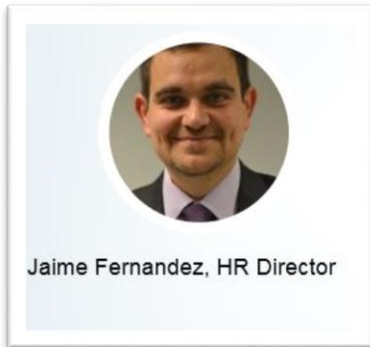


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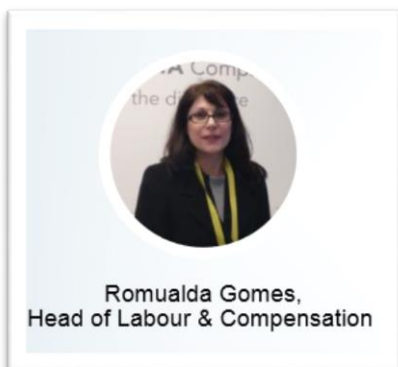
Foreward



“Being everis a talent-driven organisation, our people and their skills are the best asset we can offer to any community. We strongly believe in diversity and inclusion as a strategy to find and retain the best talent.

As a global company we work in many different countries, taking advantage of the cultural differences and trying to find the best place for everyone, regardless of gender, age, race, cultural background or sexual orientation. This diverse workforce enables us to create a work environment where everyone can find their own path to grow.

We therefore welcome the new UK legislation that includes the requirement to UK employers with more than 250 employees to publish their gender pay gap every year. This will help us to keep an eye on the necessary measures to achieve a well-balanced workforce in terms of gender.”



“everis is an organisation that it is eager to work towards creating an inclusive and diverse work environment where our employees can accomplish their full potential in terms of personal and professional growth.

We will continue to work towards increasing the female and ethnicity minority representation within our organisation not only at the senior levels but a lower levels to create the opportunity of career progression within the organisation.

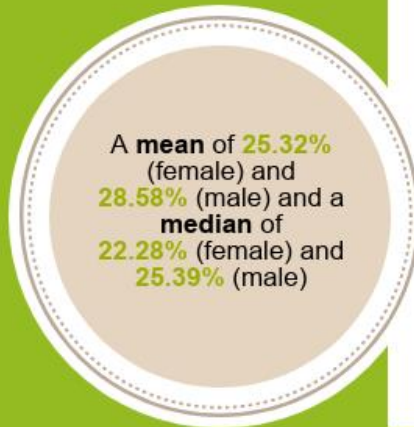
To show how committed we are, an inclusion and diversity opco group has been created at the CEO request to work toward initiatives that will close this gap and position us in the market as the company of choice.

We intend to get senior members on board to drive and be ambassadors of inclusion and diversity initiatives through everything we do.”

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Gender Pay Figures

The diagrams show the overall median and mean, gender and bonus gap based on hourly rates as at the snapshot date of 5th April 2018, including bonuses paid in the year to 5th April 2018.



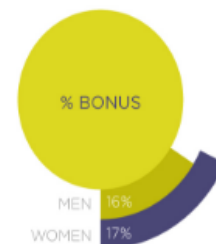
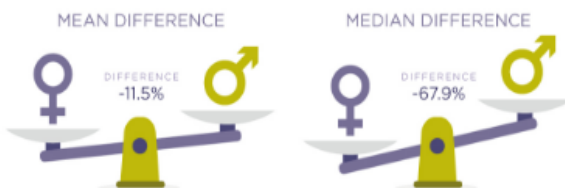
HOURLY RATE



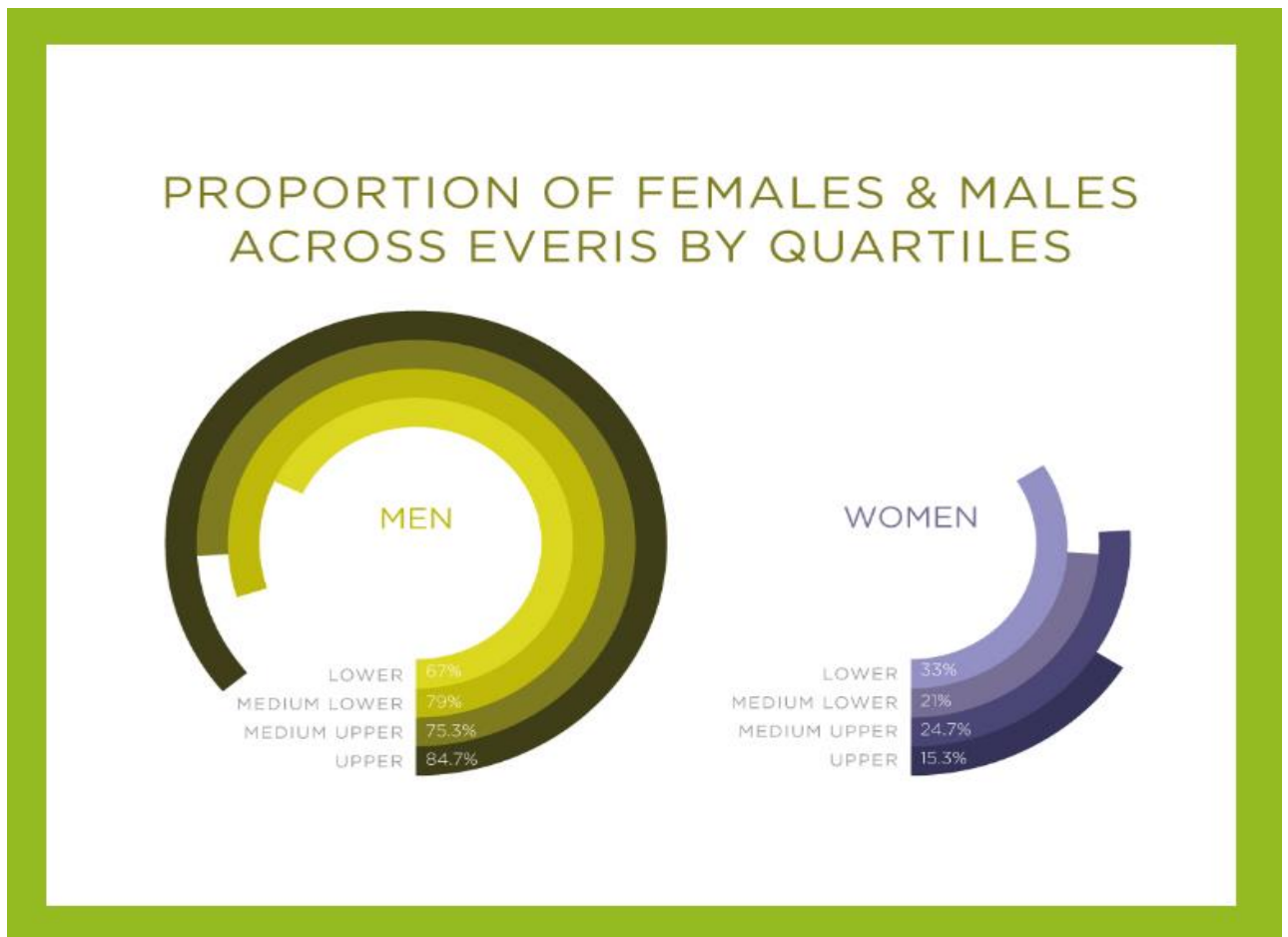
everis Bonus percentages

Though our overall population is male, females receive the **mean difference of -11.5%** and **median difference of -67.9%** compared

BONUS



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Reasons behind the gap

Due to the nature of the IT Consultancy business, the mark up of our workforce is more male than female. For different reasons, the technology industry is not being able to attract enough female talent. This is evident in our overall distribution percentages, although we need to work on keeping this distribution balanced across the quartiles.

Bonus figures are negative in favour of women, and in regards to pay gap we still have a positive difference (11.4% mean in favour of men). But if we only take into consideration people in business and technology careers, with a higher market salary average compared to other jobs (support careers), this difference falls to a 4.2%.

In summary, we can consider our results as a positive outcome, although we keep our commitment to improve these figures to assure offering a diverse and well-balanced organisation as a great place to work.

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What are we doing?

Flexible working

In November 2017, we introduced **Office Flexible Working Hours** to recognise the benefits working flexibly offers both employees and the organisation.

This offers a more informal way of working flexibly which gives our employees a responsible freedom to manage their work to suit their individual needs and the needs of the organisation.

She can be, initiative a Lord Mayor's Appeal

On 13th February (2018) we welcomed 11 young women aged 16-19 from disadvantaged backgrounds to spend the morning at our London office to understand about our organisation and the various roles we offer.

They also participated in different activities organised by women role models from the different practices within the organisation. The aim was to change their perception about the city, encourage them to believe they can work in the city if they wish to do so in the future. We had a massive reception from everyone in the organisation, including Senior Managers, for taking part in such an initiative. We definitely want to keep the momentum going and participate in this initiative going forward.

Return to Work Scheme

We are currently implementing a Return to Work Scheme. The programme is mainly aimed at people who have taken a career break, regardless of the reason but especially after maternity, to support them back into the workplace. This will include, coaching, soft skills training, on the job training and developmental experiences.

Recruitment

We will be working with our recruitment to ensure our processes and practices are bias free and work towards of an equal intake of men and

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women. We will review the job descriptions to ensure they are gender neutral, including language and to promote our responsible freedom of working flexibly and agile.

In addition, we will continue to look at ways and initiatives to better ourselves in everything we do, with an overall ambition to be an inclusive and diverse work environment.