

# Timico Technology Group Limited

## Gender Pay Gap Report 2017



At Timico we aspire to create a diverse and gender balanced team where different experiences add value to the way we support and serve our clients. We believe everyone should have the same opportunities and that diverse backgrounds and cultures drive innovation and help to make a vibrant working environment.

We operate in the IT/Telecommunications sector; a sector that relies on the expertise and experience of highly skilled people from STEM (science, engineering, technology and maths) related fields. This is a sector where traditionally more men are employed particularly in senior/leadership and technical specialist roles. Our current workforce gender profile is 34% female and 66% male. Although our pay gap is above the national average it is reflective of this sector.

We know we have work to do and have already begun to address and tackle some of the concerns this report highlights.

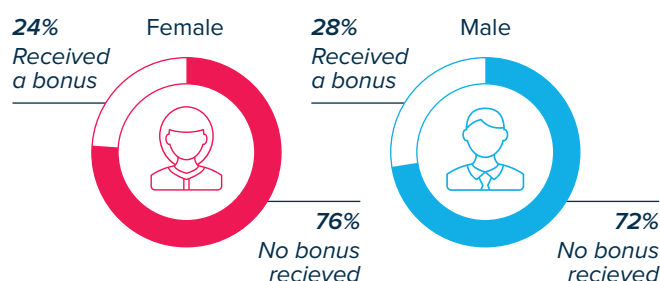
Focus has been on the proportion of females and the pay gap in the upper quartile pay bands and since this report the percentage of women on the executive board has increased from 17% to 34%.

We have also recruited more women into senior roles within the business and we know this will have a significant positive impact on our 2018 pay gap.

### Gender Pay and Bonus Gap

Difference between male and female employees	Mean	Median
Gender Pay Gap	27%	34%
Gender Bonus Gap	40%	33%

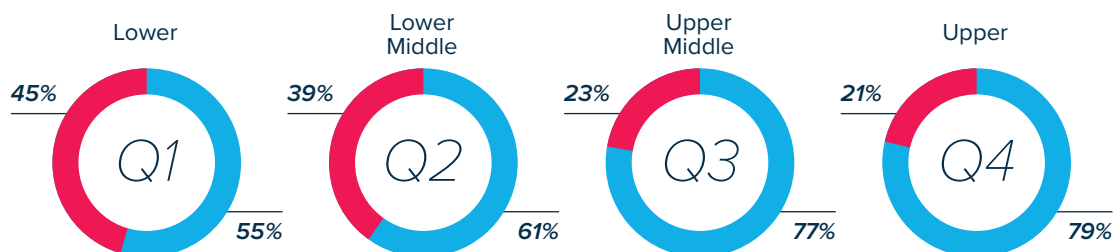
### Proportion of employees receiving a bonus



### Pay Quartiles

Proportion of males and females in each pay quartile, each quartile contains 74 employees.

Female ■ Male ■



### How we will make a difference to closing the pay gap

#### Core values

Promoting our "One Timico" value where everybody is regarded and treated as an equal and we embrace and encourage our differences as much as the qualities we share.

#### Ways of working

Making sure that all people policies and processes encourage inclusive ways of working.

#### Training & development

Implementing training for managers to recruit, develop and mentor our future leaders in a diverse and inclusive way.

#### Recruitment

Reviewing our recruitment and selection processes to attract women into leadership and technical roles.

#### Community

Partnering with local schools and colleges to promote a career in the IT / Telecoms industry. Positive action to offer mentoring and development opportunities to female STEM students.

This is Timico's first gender pay gap report and is calculated on the pay as at 5 April 2017, as well as bonuses and commission paid between 1 April 2016 and 31 March 2017. The data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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Chief Executive Officer

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