

# Timico Technology Group Limited

## Gender Pay Gap Report 2018



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 has shifted slightly from 2017 with an

increase in female employees to 35% and a slight decrease in male employees to 65%.

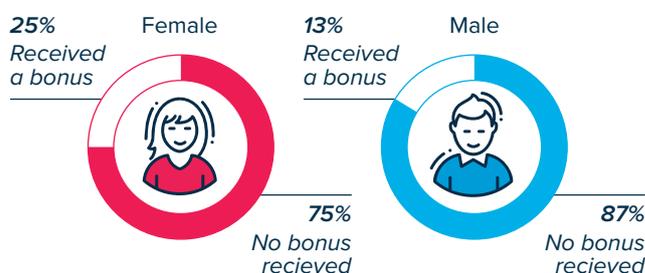
Our gender pay gap decreased by 16% from 2017 to 2018, this change is due to an increase in female employees within the business, particularly within senior roles.

We still have work to do and continue to address and tackle the concerns this report highlights. Focus has been on the proportion of females and the pay gap in the upper quartile pay bands and the percentage of women in the upper quartile has increased by 9%. We have continued to recruit more women into senior roles within the business and this has had a significant positive impact on our 2018 pay gap.

### Gender Pay and Bonus Gap

Difference between male and female employees	Mean 2017	Mean 2018	Median 2017	Median 2018
Gender Pay Gap	27%	11%	34%	26%
Gender Bonus Gap	40%	44%	33%	66%

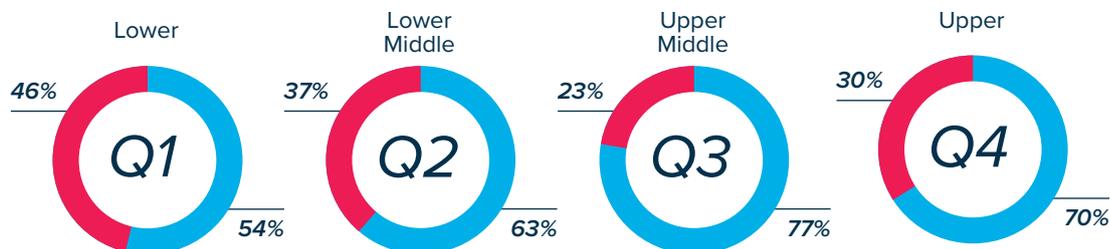
### Proportion of employees receiving a bonus



### Pay Quartiles

Proportion of males and females in each pay quartile, each quartile contains 56 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

Partnering with local schools and colleges to promote a career in the IT/ Telecommunications industry for students.

Positive action to offer mentoring and development opportunities to female STEM students.

#### Training & development

Implementing training for managers to develop and mentor our future leaders in an inclusive way.

#### Recruitment

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

Recruiting managers to undertake diversity and inclusion training.

#### Community

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

This gender pay gap report is calculated on the pay as at 5 April 2018, as well as bonuses and commission paid between 1 April 2017 and 31 March 2018. The data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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