

# Open4Inclusion

At Finastra, we believe the best ideas, the best products and solutions, and the best places to work, all come from driving equality, embracing diversity and ensuring inclusion. In looking at our gender pay gap data, we're disappointed to not have moved faster in reducing this gap but, across the organization, we are committed to continuing to make improvements that will have an impact in the year ahead.

We have about 500 employees in the United Kingdom -36% of whom are women - and, globally, Finastra has over 8,000 employees, with 38% of that number being female. With so many unique individuals - with different backgrounds, skills and knowledge, we can fully leverage their experience to better serve our clients and contribute to Finastra's success. This is achieved by creating an environment where everyone can feel safe to be themselves because there is true equality, diversity and inclusion.

Comparing our UK gender pay gap report 2019 (which is based on April 2019 UK data) to 2018 and 2017 reports, we know there is still much more to do. We have not moved the dial on our numbers as much as we would have liked, but will take proactive steps to build on the foundational work already done to help improve these figures.

## Our UK gender pay gap for April 2019

### Gender Pay Gap - Mean and Median Pay/Bonus Gaps

	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap	% Men Paid Bonus	% Women Paid Bonus
2017	35.3%	31.8%	41.3%	36.6%	82.1%	72.2%
2018	39.0%	25.2%	79.0%	32.7%	80.6%	85.4%
2019	<b>35.8%</b>	<b>26.6%</b>	<b>47.7%</b>	<b>35.3%</b>	<b>92.1%</b>	<b>84.9%</b>

### Gender Pay Gap - Quartiles

	Upper	Upper Middle	Lower Middle	Lower
2017	80.7% M / 19.3% W	78.0% M / 22.0% W	70.6% M / 29.4% W	41.3% M / 58.7% W
2018	79.0% M / 21.0% W	73.0% M / 23.0% W	72.0% M / 28.0% W	47.5% M / 52.5% W
2019	<b>78.6% M / 21.4% W</b>	<b>71.1% M / 28.9% W</b>	<b>62.9% M / 37.1% W</b>	<b>40.8% M / 59.2% W</b>

## Our commitment to action

We are fully committed to closing our gender pay gap. This is evidenced by our work over the last 12 months, which includes increasing the number of women in our global top 200 team from 22% to over 26%. Our hiring has become more gender balanced; for example, 53% of entry hiring being women and over 40% women in our total hiring. With this demonstrable action and a focus on our end of year performance management processes, we are confident that we will see improvements when we come to report our April 2020 gender pay gap figures.

To demonstrate this commitment, we will also be making a much more detailed disclosure based on our April 2020 data by early Autumn 2020.

I confirm that the information contained in this report is accurate.

*Dan Perrett*

**Dan Perrett**  
Global Reward Director

