

# Gender Pay Gap Legislation UK

FIS is pleased to be a part of the [Gender Pay Gap Legislation](#) for the second year. This legislation came into force on 6 April 2017 to address the difference in average pay across genders. This requirement is designed to encourage large organisations with more than 250 employees to act on the gender pay gap, which is an ongoing UK-wide issue. Employers across all sectors must publish their data onto the government website by 4 April 2019 and on an annual basis.

**FIS is committed to ensuring we not only meet this regulatory requirement but are also dedicated to driving change.**

## Legislative Requirements

To provide you with an overview of the requirements and data we must provide as a company, the key points are summarised below:

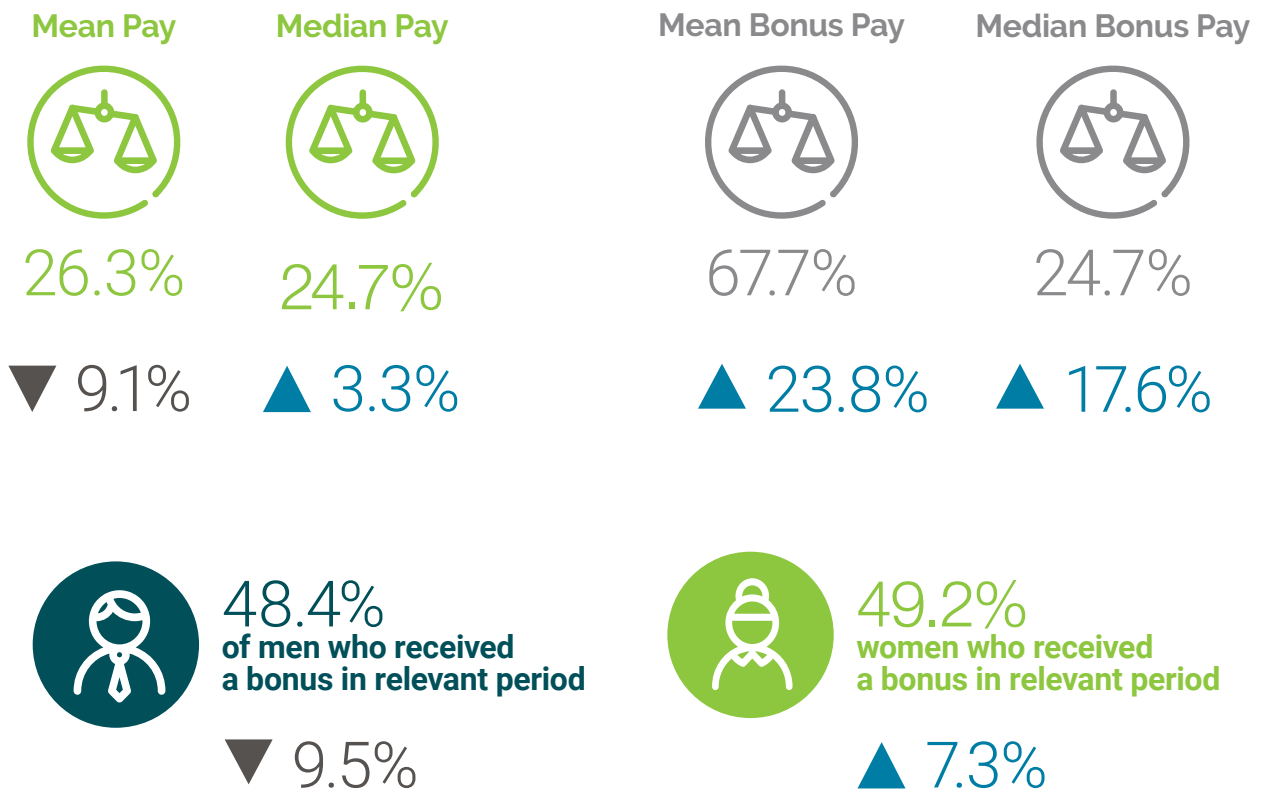
- This is not an analysis of equal pay between roles and gender, but an overall indication of the average pay difference between men and women.
- We must only report on legal entities with more than 250 employees within FIS.
- The legal entity we are reporting on is FIS Systems Limited.
- Only employees with a contract of employment are included in the reporting, not contractors or agency workers.
- This provides percentage figures on pay and bonus data, specifically mean and median calculations.
- All pay data is based on hourly rates.
- This provides percentage figures on the number of men and women who receive a bonus.
- This evenly distributes the percentage of men and women who are highest paid to the lowest paid, based on the hourly pay rate.
- Pay calculations taken from employees who were active on the snapshot date of 5 April 2018.
- Bonus calculations taken from the relevant period between 6 April 2017 – 5 April 2018 for active employees as of 5 of April 2018.

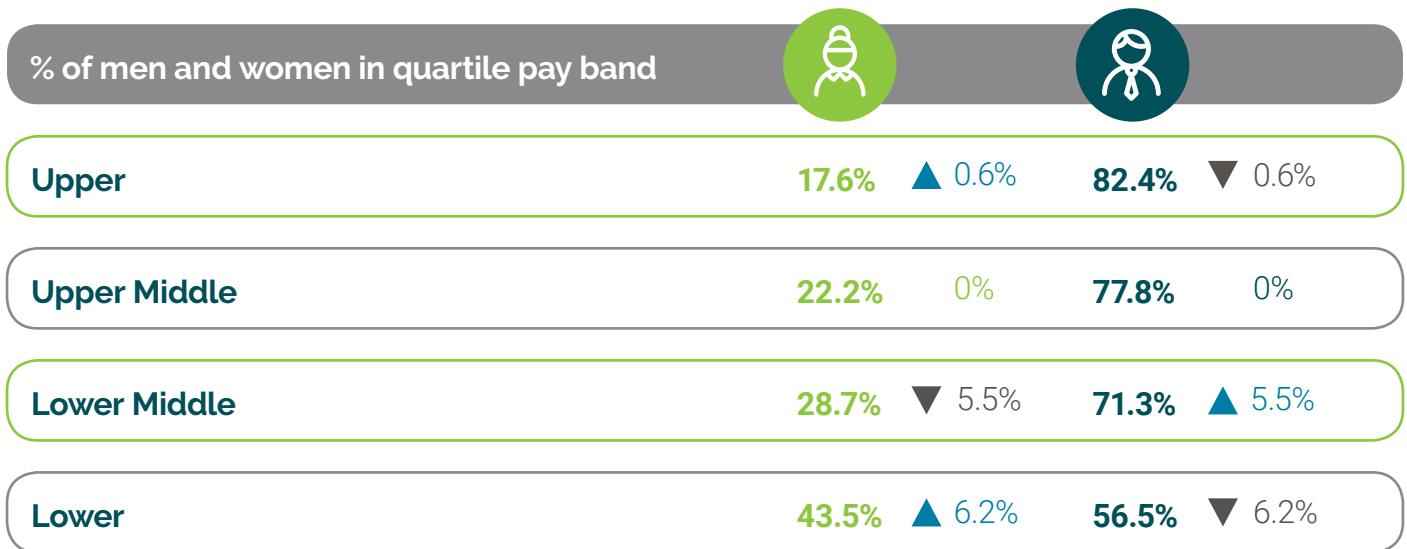
The gender pay gap data we have provided to the government regarding FIS Systems Limited is below. To provide some context to the data analysed, we are predominantly made up of the below functions within this legal entity:

- Development
- Product Management
- Professional Services
- Client Services
- Managed Services
- Sales
- Corporate

The following data can also be viewed on the Government website [Gender Pay Gap](#).

### FIS 2018 Gender Pay Gap Data





## What does this data mean?

### 1) What is included in the Pay data?

- Basic pay.
- Pro rata bonus payment.
- Allowances (e.g. car / location).
- On call payments.
- Recruitment and retention one-off incentive payment.

### 2) What is included in Bonus data?

- Performance related bonus.
- Management Incentive Compensation Plan bonus.
- Utilisation bonus.
- Commission.
- Securities options when income taxed.

### 3) Who is included in the Pay data calculations?

- Employees with a contract of employment.
- Employees who are on international assignment but have an UK contract.
- Employees who are on full pay.
- Part time employees are included on their part time salary.
- Employees on reduced pay such as unpaid leave, maternity reduced pay, reduced sick pay are excluded.

### 4) Who is included in the Bonus data calculations?

- Employees with a contract of employment.
- Employees who are on international assignment but have an UK contract.
- Employees who are on reduced pay as their bonus is pro-rated.

### 5) What do the percentages mean?

- The calculations for Mean and Median Pay and Bonus are expressed as a percentage of men's earnings:
  - Positive percentage result shows women employees having lower pay or bonus than men.
  - Negative percentage result shows men employees having lower pay or bonus than women.
  - Zero percentage shows there is no gender pay gap.
- The expectation is that all companies will have a positive percentage result hence why this regulation has been rolled out, you can view the data of other companies at [Gender Pay Gap Data](#).

### 6) What factors affect the reporting?

- High executive salaries and bonuses which is made up of fewer women employees.
- Total gender population (i.e. having fewer women in the population).
- Not all employees receive a bonus so figures are based on a small population of eligible employees.
- Pro-rated bonus data is included with full time bonus data, so is not like-for-like data.
- Part time salaries are compared to full time salaries.
- London weighting and outer London salaries.
- Securities are included in calculations.
- Salary sacrifice schemes will have an impact.

## Roadmap to Success

As a company we are continually reviewing the gender pay gap strategy to ensure we are meeting the requirements of an ever-evolving market but more importantly ensuring our most valuable asset, our people, are empowered and supported throughout their journeys at FIS.

This roadmap is our commitment to address the gender pay gap, and we are developing a 5-year strategic plan that will include, but is not limited to the below components and actions. We appreciate this will take time but are confident we have a strong and solid platform on which to build and grow.

We have identified key areas of focus based on the gender pay gap data and have been and are working on rolling out initiatives aligned to our 5-year strategic plan.

### Leadership Engagement

*Imbed I&D strategy into business objectives*

*Launch and support Women's Network*

Create UK I&D committee and ambassadors

Highlight successes and inclusion of women in leadership messaging, meetings and townhalls

Implement Unconscious Bias Training and inclusion training

### Talent Acquisition

*Review job adverts for biased language*

Expand talent sources to broaden the talent pool and increase representation

Deliver training and education to support non-discriminatory recruitment practices

Retool the onboarding process to support key drivers for new joiners

Junior sales program to attract millennials and conscious awareness to increase female numbers at interview by coaching hiring managers

### Talent Management

*Continuous review of all talent processes for bias*

*Provide coaching accreditation for The People Office (TPO)*

Balance the succession pipeline

Build mentorship programs

Enhance female colleague development for next steps / promotions

*Launch new performance management process*

### Benefits

*Continuous review and addition of offerings which encourage attraction and retention of diverse talent*

*Showcase existing offerings and a benefits newsletter, including competitive maternity, shared parental leave & flexible working policies*

*Launch new platform to encourage global networking and wellness initiatives across teams*

Encourage adoption and utilisation of offerings

### Parent and Family Support

*Investment in coaching for working families and carers by external vendor*

*Provide emergency childcare support*

*Emergency care support for elderly parents*

### External Engagement

*Building relationships with women-focused tech and STEM organisations, such as Ada Love Lace*

*Relationship building with schools in economically challenged areas to offer FIS mentors and promote STEM*

*The company is part of a project with external companies within the digital sector on attracting more women as a collaborative project*

### Data Analytics

*Outside of legislative requirements we are annually analysing the below data (refer to Further Analysis) to identify trends, recognise accountability, track and measure progress*

*Internal global compensation framework enables a fair and consistent approach to benchmarking of internal roles which are continually reviewed to ensure gender balance application of pay*

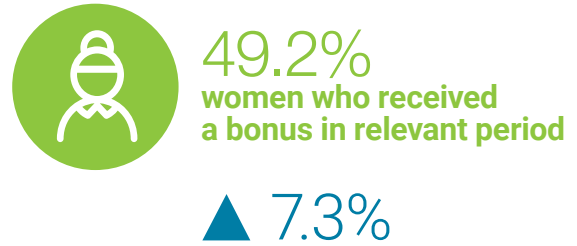
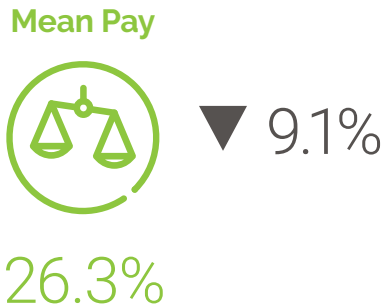
*Adding inclusion question to People Survey for further analytics*

*\*Italics denotes current actions*

### Impact

We can see from the 9% decrease in the overall mean gender pay gap, the actions are making a positive impact. FIS will continue to replicate those actions but also endeavour for more impactful measures in 2019 to bridge the pay gap even further.

The increase in women receiving a bonus is another positive step showing an increase in women assuming bonus eligible roles.



There have been increases within the mean and median bonus data due to the increase in men population within the sales team and decrease in women population (refer to Further Analysis, Sales Team). The sales team creates an outlier in terms of significant commission payments as well as the company having a specific population who receive bonuses.

As a company we appreciate more needs to be done in attracting women at senior leadership levels to truly impact the upper quartile banding and overall gender pay gap data. This is one of our strategic priorities, and this is also on our agenda as a key driver to address the gender pay gap.

However, as a company we must do more to attract and retain the women workforce within this historically male dominated industry and the roadmap we have in place is aimed at tackling this.

### Further Analysis

As a company, we understand the importance of such legislation and have continued to carry out in-depth analysis for 2018 as we did for 2017 to truly show our journey as a company and to fully understand and highlight key areas that can impact the gender pay gap reporting and to identify areas to address as part of our ongoing 5-year strategic objectives.

In terms of the increase in median pay and quartile banding distribution further analysis has been carried out (refer to Further Analysis, Job Levels) to identify specific internal job levels which makes up these quartile distributions. We have seen an increase in professional level roles for men specifically within niche areas, which has impacted the lower middle quartile and lower quartile bandings. But, we have seen a slight increase within the upper quartile banding for women, which is a step in the right direction.



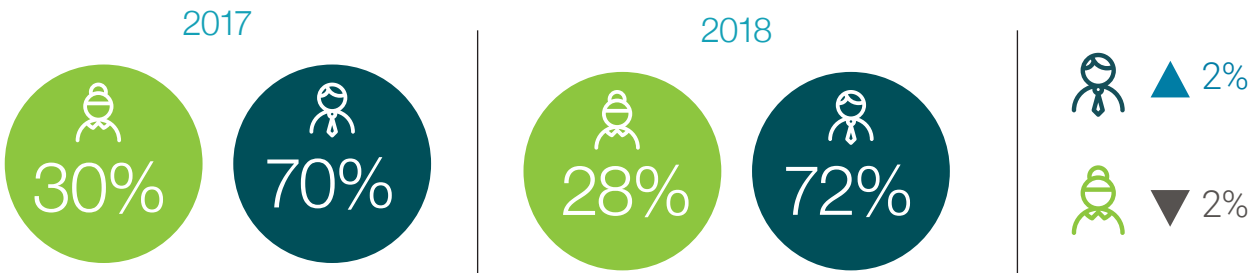
## FIS Recruitment Applications

Level of interest from applications for FIS UK offices during the relevant period of 2017 – 2018:

based on disclosed data



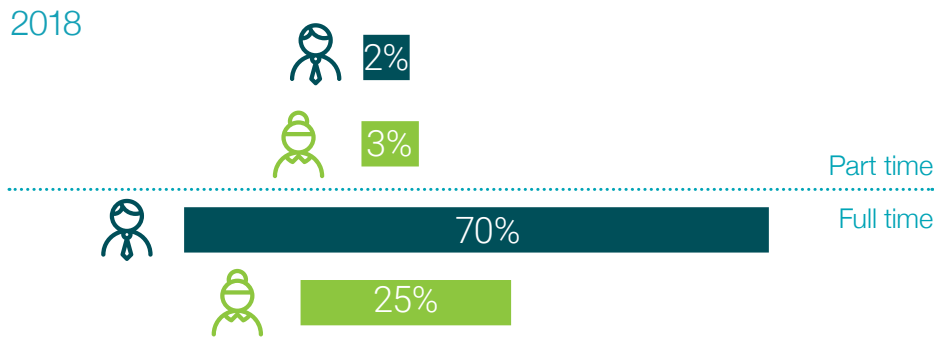
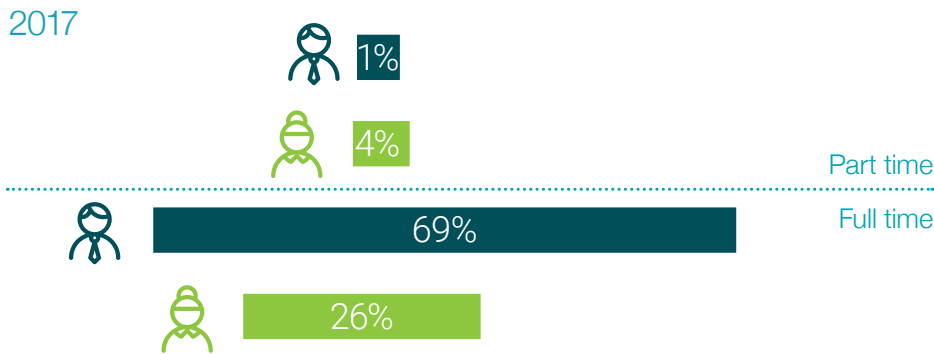
## Gender Split



## Part time vs Full time employees

The workforce is made up of the below percentage comparisons in terms of part time vs full time employees;

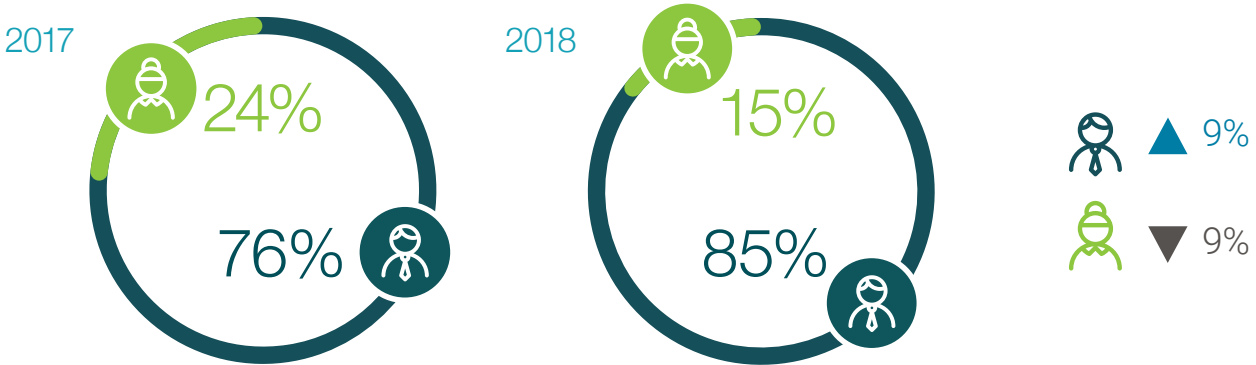
### Part time vs Full time Gender Breakdown



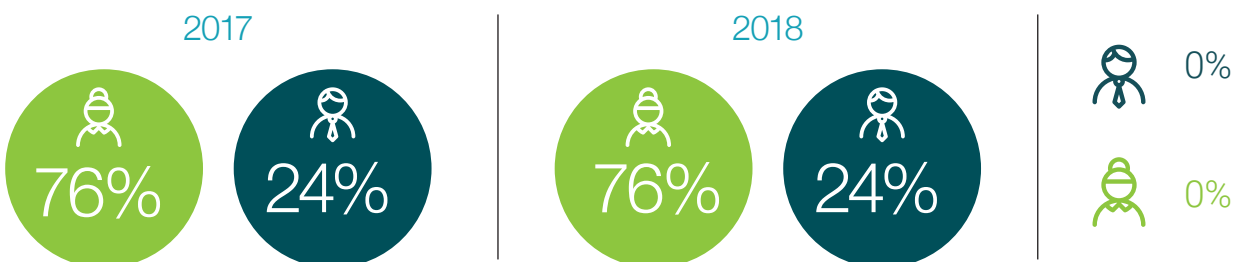
### London Weighting vs. Outer London Gender Breakdown



### Sales Team



### People Office





## Job Levels

2017

### Female population job levels



### Male population job levels



2018

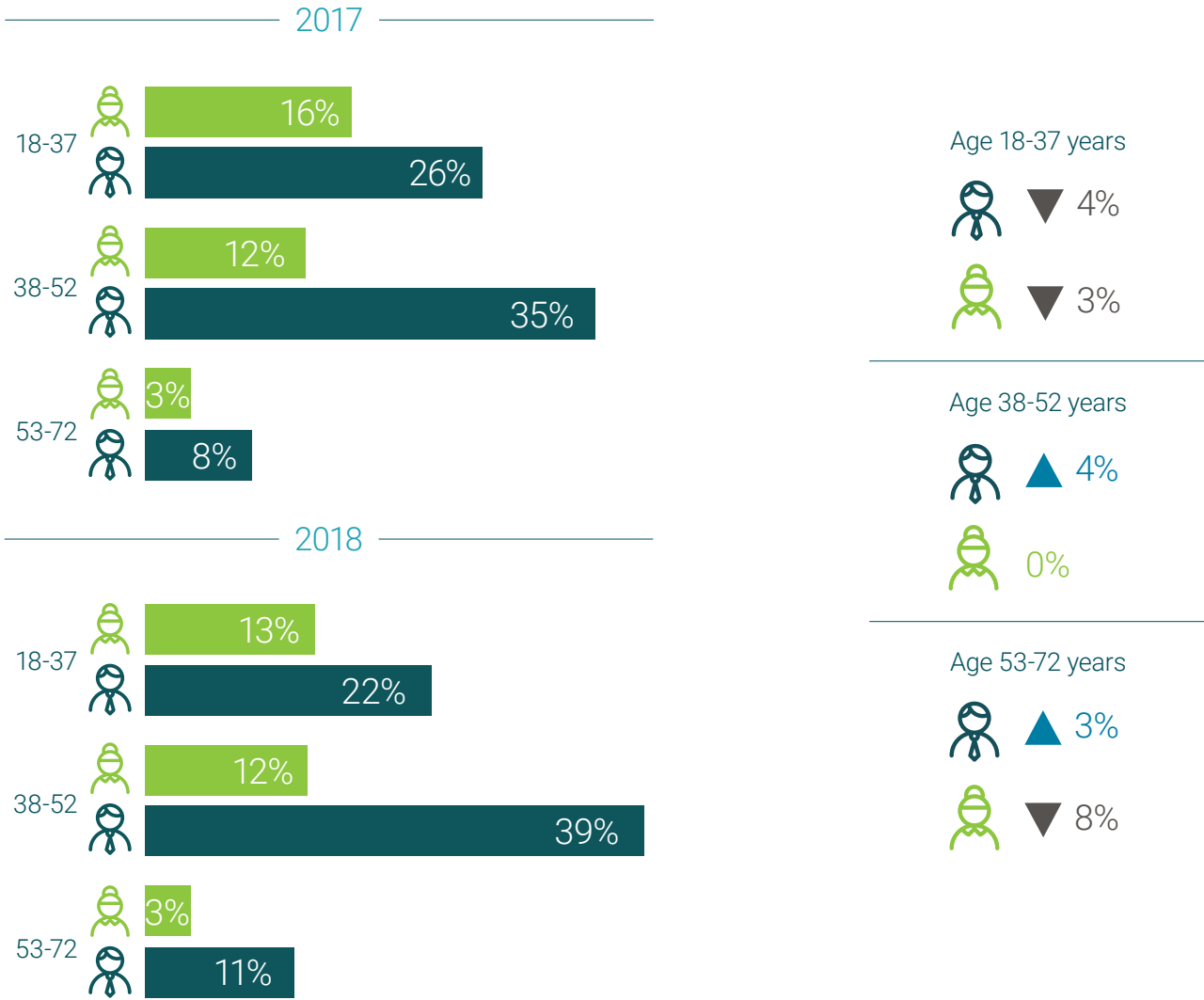
### Female population job levels



### Male population job levels



## Age brackets gender population



The gender pay gap figures alone do not represent the full story and as highlighted as part of the 2017 reporting this in-depth analysis enables us to continue to identify key areas to address and key drivers for our population as part of this legislative requirement.

## Our Commitment – the FIS Guiding Principles

At FIS, our people are our biggest asset, and we will continue to strive to disrupt the gender pay gap and gender diversity. We must encourage and support women within the financial technology world whilst ensuring inclusion. We have power in numbers across all genders and together, we can impact change.



### We Build trust in all we do

- Gender Pay Gap Strategy is at the forefront of our Executives
- Inclusion and diversity is aligned to business goals and imperatives
- Senior leaders drive forward mentoring and being role models
- Empower our people through coaching and support to make the right decisions



### Inspire a Passion to Act

- Promote an inclusive culture through edification
- Embed inclusion and diversity in all people processes
- Champion coaching and training on unconscious gender bias
- Continually review and question current approaches
- Embody key behaviours and competencies to lead change
- Collaborate both internally and externally to impact change



### Foster an Entrepreneurial Spirit

- Develop analytics to address key issues
- Measure success through analytics
- Encouraging feedback and innovative ideas to tackle issues
- Continue to drive forward operational excellence



### Empower Employee Growth

- Support employees returning from leave
- Ensure we have competitive and attractive benefits in place for working families and for work-life balance
- Ensuring flexibility is encouraged for all employees
- Invest in our talent to grow and to lead transformation



### Encourage Giving Back

- Be at the forefront of changing perceptions across the industry and within society
- Shape the culture to visibly reflect our values
- Volunteer time to promote STEM in educational institutes at all levels
- Help shape the future by giving back and disrupting the 'norm'



**Jihanne Elsayewy,**  
**FIS Regional**  
**People Lead**

We have a commitment to our employees and truly believe our roadmap to success will help us to continue to coach, empower and enable our people to succeed. As a company we know our people are our biggest assets and we are continually reviewing how we can nurture and grow our talent pool. As a company we are mindful we need to do more to address the gender balance, especially within the FinTech world and specifically within talent acquisition and management, these are the key drivers we are addressing as our key strategic objectives.

We will continue to carry out further in depth analytics and use annual comparables to measure the effectiveness of our actions which will enable us to continue to evolve and analyse our on-going strategic objectives to have the most impact within inclusion and diversity, this is key.

## Statement of Accuracy



**Martin Boyd,**  
**President**

We confirm the data reported is accurate and aligned to the legislative requirements as part of the Gender Pay Gap Regulations.

The Company is continuing to drive forward the strategic actions following the annual reporting and review of the comparable data from 2017. Our focus now is to implement actions to address key findings in the area of lower representation of women in roles within sales and senior management. We are also investing in further analytics to evaluate additional value add actions which have the highest impact in addressing the gap. As a result of actions already initiated from our 2017 data, we can also see a positive result in terms of women representation in recruitment applications, this is obviously a key starting point in the pay gap cycle. However we feel much more can be achieved and we are looking at additional ways of enhancing our talent acquisition process. We have a challenging journey ahead but we are confident we will disrupt this pattern and shape the future for the better and further improve our gender and diversity balance.



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