

A photograph of a man and a woman in an office environment. The man, on the left, is wearing glasses and a blue vest over a white shirt. The woman, on the right, has long red hair and is wearing a black floral top. They are both smiling and looking towards the camera. The man is pointing at a laptop screen. The background shows office cubicles and computer monitors.

Gender Pay Gap Report 2017



CONCENTRIX™

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About this report

Concentrix has completed its Gender Pay Report for 2017. This is based on data taken on 5th April 2017.

Gender Pay Reporting is a comparison between men and women's average hourly rates of pay, which is then reported as a mean and median. This is different from Equal Pay, which denotes that employees cannot receive less pay than a colleague for the same or similar job, due to their gender. All UK employees have a legal right to equal pay and this is something Concentrix is committed to ensuring.

New legislation for Great Britain means that Concentrix is legally obliged to report and publish information on its gender pay gap relating to staff located in England, Scotland and Wales. However, as we run our business at a UK level and in line with our cultural values of openness and transparency, this report also reflects the overall UK business, including our main UK operations in Northern Ireland.

Summary of the findings

In the UK as a whole the mean hourly gender pay gap is 13%, with the median hourly gender pay gap seeing a 0% gap between our male and female staff. Males are 59.9% of our top quartile of earners, with this showing as 63.8% for Great Britain alone.

When assessed per quartile, the gender pay gap is lower for a majority of the quartiles across the UK.

The reported gap is much owed to an unequal distribution of men and women at senior level, with the leadership team for Europe predominantly based in UK. A large number of senior and business support roles are also captured within this data. The UK and GB populations include the Sales and Account Management functions which hold roles that have an increased potential for bonus.

13%

Mean Gender Pay Gap
in whole of the UK
22.3% in Great Britain

51%

Mean Bonus Gap
in whole of the UK
61.4% in Great Britain

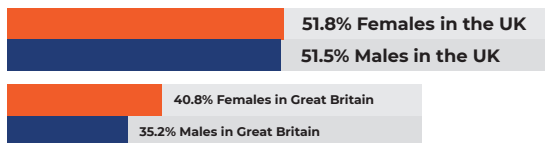
0%

Median Gender Pay Gap
in whole of the UK
5.3% in Great Britain

9.9%

Median Bonus Gap
in whole of the UK
14.8% in Great Britain

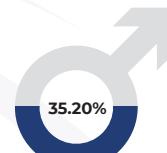
Proportion of males and females who received bonus



Proportion of males and females who received bonus



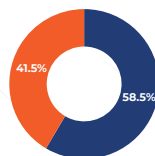
*51.80% in the whole of UK



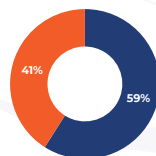
*51.50% in the whole of UK

Males and Females in each quartile pay band

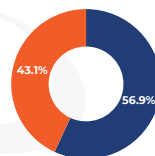
***United Kingdom**



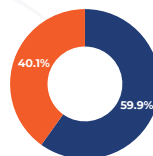
Lower Quartile



Lower Middle Quartile

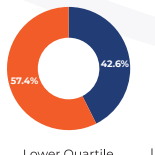


Upper Middle Quartile

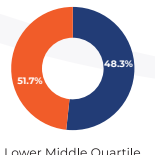


Upper Quartile

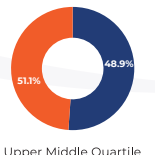
***Great Britain**



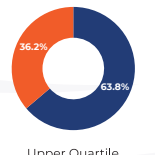
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile

Female
Male

Improving the Gender Pay Gap

Whilst there is confidence that Concentrix does not have issues relating to equal pay at Concentrix, the gender pay and bonus analysis shows that there is room for improvement to increase the number of women in senior leadership roles and current male to female ratios within roles that are bonused. The European Managing Director, Gary Slade has stated that he is absolutely committed to ensuring the Gender Pay Gap is addressed and actioned.

In light of the 2017 Gender Pay Gap findings, Concentrix will take steps to close the gaps identified, whilst also remaining compliant with fair employment legislation. As outlined, the key driver is over representation of males in the top quartile of earners in our organisation. Whilst addressing this is more complex than an immediate fix, Concentrix is committed to achieving the necessary adjustments.

The following initiatives are part of the strategy for the Concentrix UK gender pay gap.

Awareness:

Concentrix is proud of our approach to diversity and will continue to work hard to raise awareness of diversity and inclusion. Being part of the conversation both internally and externally, as well as encouraging staff to join the debate is important.

Concentrix will ensure the report is accessible and welcomes its employees with ideas around the subject matter to come forward and participate in workshops and action plan discussions.

Benchmarking and awards:

Continued monitoring of the market and benchmarking, assessing how Concentrix compares

Concentrix will continue to strive to promote and demonstrate its commitment to diversity, including equal pay, through awards. Concentrix were shortlisted for the following diversity and inclusion awards in 2017: Legal-Island 'Best Employer for Equality and Diversity'.

Talent Strategies:

Focused recruitment approach to attract women into senior level vacancies

Increased tracking and reporting on promotions in Concentrix by gender

Further careers path mapping to encourage and support female talent with their career progression

Development program for high-potential female talent

Concentrix will continue to ensure that policies are in place to support and retain our people, supporting upward mobility into senior roles.

Benefits and Workplace Support:

Continued review of policies and benefits, including reviewing shared-parental leave

Enhanced strategy to support those returning to the workplace following Maternity, Paternity, Adoption or Shared-Parental Leave, including a workplace group for working parents.



Internal Programmes:

Concentrix Network of Women (NOW)

Increased promotion and visibility for staff of the Concentrix Network of Women. NOW is dedicated to engaging, enabling and empowering professional women to achieve their highest potential.

Mentoring

Mentoring scheme for women at Concentrix to support them in developing and progressing within the organisation, particularly areas currently underrepresented by women.

For more information, please contact info@concentrix.com