



# UK Gender Pay Report 2021

Zebra Technologies Europe Limited, Registered Office: Dukes Meadow, Millboard Road, Bourne End, Buckinghamshire, SL8 5XF, UK. Registered in England and Wales with Registered Number 2881068

## Key Facts about this Report

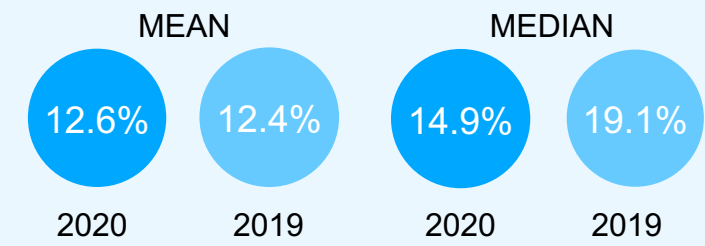
- The Equality Act 2010 Regulations 2017 requires organisations with over 250 UK-based employees to publish their gender pay gap by April 2021.
- Gender Pay Reporting involves six calculations that show the difference between the average earnings of men and women in our organisation, based in the UK.
  1. Average gender pay gap as a mean average
  2. Average gender pay gap as a median average
  3. Proportion of men and women when divided into four groups ordered from lowest to highest pay.
  4. Average bonus gender pay gap as a mean average
  5. Average bonus gender pay gap as a median average
  6. Proportion of men receiving a bonus payment and proportion of women receiving a bonus payment
- Data for all pay grades is analysed; individual data is not published.
- **It is a different calculation to equal pay**, which requires men and women to be paid the same for carrying out the same job, similar jobs or work of equal value.



## Zebra's Global Total Rewards Overview

- Zebra recognises that our employees' passion and commitment enables Zebra to achieve our mission and vision to create a smarter, more connected business community through innovative products and solutions that enable visibility.
- **We believe that inclusion and diversity is key to helping us attract, motivate and retain top talent.**
- Our Total Rewards Programme is based on market-driven salaries and incentive targets as well as programmes to support and encourage career development and professional growth across diverse groups.
- By monitoring the pay gap between men and women we can better understand the gap and its drivers, and target action to reduce it.

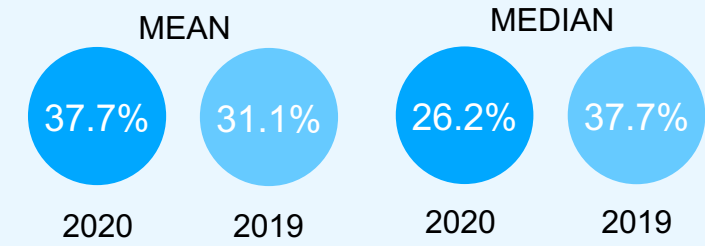
### HOURLY EARNINGS Gender Pay Gap



The mean is the difference in the average hourly pay for women compared to men by dividing the sum of the data set by the number in the data set.

The median represents the middle point of the population. Half of the population are above the median and half of the population are below it.

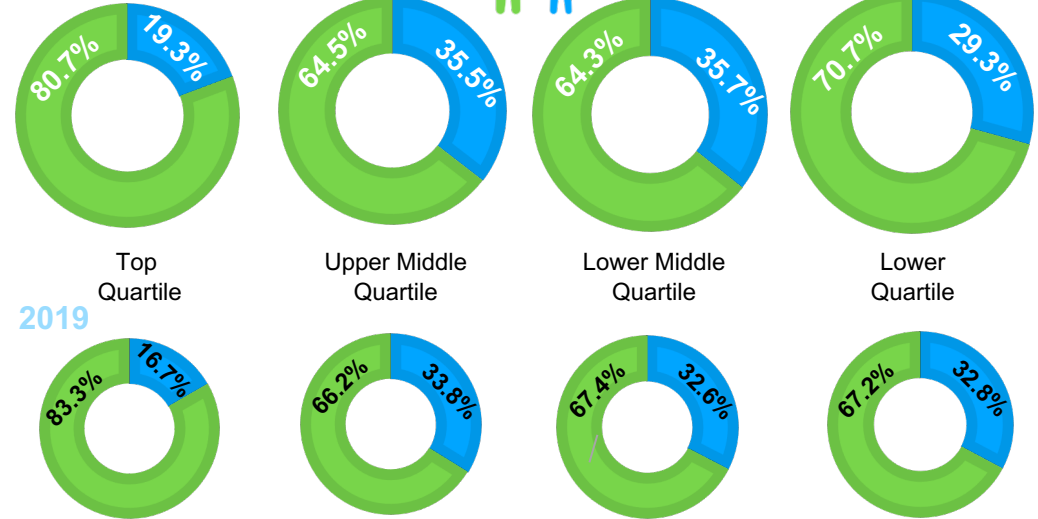
### BONUS PAY Gender Bonus Gap



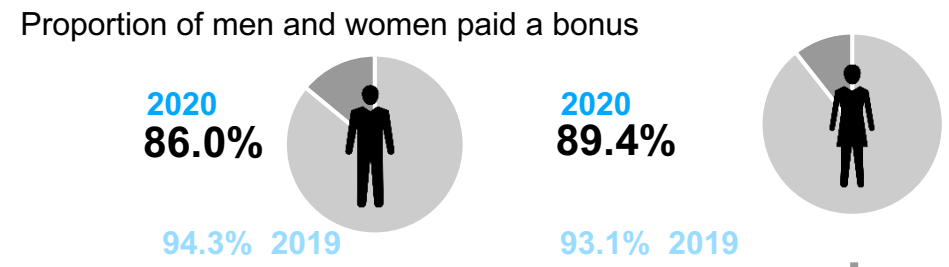
The mean is the difference in the average bonus pay for women compared to men by dividing the sum of the data set by the number in the data set. The mean bonus gap is obtained by comparing the women's mean to the men's mean.

The median represents the middle point of the population. Half of the population are above the median and half of the population are below it. The median bonus pay gap is obtained by comparing the women's median to the men's median.

### PAY QUARTILES



### BONUS EARNINGS\*



\*All employees are eligible for a bonus, some new hires may not have reached a payment date.

## Understanding Our Numbers

### Positive Indicators

- Improvement in top 3 hourly pay quartiles
- The median pay gap for women improved by 4.2%. The median bonus pay for women improved by 11.5%
- 3.4% more women than men received bonus pay
- Gender mix improved overall by 0.9%

### During 2020

- Supported employees with caring responsibilities through flexible working arrangements during Covid-19.
- All employees invited to the Global Virtual Talent Untethered Growth and Development Showcase to help build their professional edge and inspire career development opportunities.
- Zebra is a sponsor at the **Women in Technology World Series Online Festival** in November, promoting Zebra as an innovator and employer of choice for Women.
- Zebra became a member of **Catalyst**, who undertake research and support solutions to accelerate and advance women into leadership. We are also proud members of the **Society of the Women Engineers** Corporate Partnership Council, the world's largest advocate for women in engineering and technology.

### Investment

Joined Female Tech Job Board '**Shecancode**' to directly source Female Talent in executive roles.

Continued investment in our future talent pipeline including our **2021 Graduate Programme**. Zebra representation at 2 graduate virtual fairs. Currently 14 Graduate roles, total of 58 candidates put through to the next stage, 22 females and 36 males. The process is on-going through to early 2021.

### Culture

The Women's Inclusion Network (WIN) is guided by the goals to connect, develop and advocate for women by focusing on inspiring a culture of inclusion, diversity, innovation and leadership. across the Zebra organization. In 2020, WIN supported a number of activities and events including celebrations of International Women's Day with workshops and guest speakers as well as online book clubs, yoga and coffee chats covering topics such as networking and working mothers.

Zebra participated in the virtual **STEM Connect** event in October 2020. This virtual networking event showcased personal stories of failure and learning to inspire young people in careers in science, technology, engineering and mathematics.



## Our Action Plan to Address the Gap

### HR Policies & Practices



#### In 2020 we continued to review our Internal Policies:

- Reviewing holiday for part-timers to ensure alignment across the board.
- Authentic Feminine Leadership project team exploring actions to improve female representation at senior levels including targeted interviews to improve organisation attractiveness to employees, learning circles on "Supporting Working Caregivers" and "Flexible Working at Zebra" and review of family friendly benefits.

### Learning & Development



- Launched Culture Wizard, an on-line training covering Unconscious Bias, Culture and will be mandatory for all employees.
- Authored Manager Inclusive Leadership Toolkit and courageous conversations guide
- Continued to develop leaders in Inclusive Leadership virtual training.

### Recruitment



#### We will continue to:

- broaden our target industries and experience levels to source different candidate profiles.
- utilise Textio to remove any unconscious or other bias to improve our job advertisements.
- promote flexible working options to attract diverse candidates
- promote inclusive environment and raise awareness through WIN/ZEAL (LGBGT+) events.
- actively promote the Internal Recruitment Policy

We will devote future efforts to ensure women on shortlists are presented by Talent Acquisition.

## Our Commitment

Zebra is committed to building an inclusive and diverse talent pool which is better prepared for the future. Managing inclusion and diversity is and will continue to be a critical component of Zebra's talent management philosophy. We confirm the information and data reported are accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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