



 MATILLION

UK Gender Pay Gap

Report 2022

Introduction

Matthew Scullion, CEO

Dear Reader,

Cultivating a diverse and inclusive work environment has always been important to Matillion. This is Matillion's first Gender Pay Gap report, and it's been a valuable exercise to measure, reflect and set a baseline from which to improve over the coming years.

As Matillioners, we prioritise and pride ourselves on our values-driven culture and employee-friendly policies that help build work-life balance. One of our core values is 'We innovate and demand quality: no product, process or individual is ever complete.' Thus we consistently audit our policies and practices around recruitment, remuneration, and benefits to drive an inclusive environment.

We know there's work to do to close the gender pay gap. We remain committed to addressing it by continuing our internal audits and investing more in employee wellbeing, diversity, equity, inclusion, and belonging efforts which you'll see outlined in greater detail within this report.

Thank you for your interest in our journey towards greater gender pay equity.

Sincerely,

Matthew



Chief People Officer

Tamar Elan

Matillion is on a journey to build gender pay equity, and we have a solid footing to affect change. We're particularly proud that 95% of Matillioners are happy with our flexible working policy and feel supported to adjust their schedule when needed.

I recently joined Matillion and will ensure we address the interrelated factors that will reduce the gender pay gap. Transparency and continuous evaluation are necessary to find the right balance for our employee welfare, business requirements, and ambitious goals.



About Matillion

This report looks at the gender pay gap across our 312 team members in the UK. This is the first time Matillion is reporting on its gender pay gap, with the number of people employed exceeding 250 in 2021.

Matillion Ltd. is headquartered in Manchester, England but now has representation across EMEA including Ireland, France and Spain.

In April 2022, 24% of our team in the UK was female.

Matillion Inc. is headquartered in Denver, Colorado and we have 238 team members in the US.

The data used in this report is from 5th April, 2022.

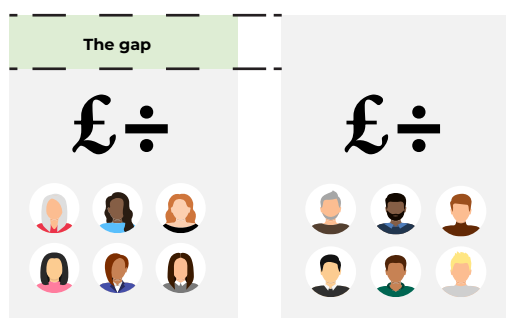
Understanding the Gender Pay Gap

It is important to note that the UK Gender Pay Gap is a different concept from equal pay and the two should not be confused. Equal pay deals with pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

The Gender Pay Gap measures the difference between the average earnings of women and men across the business (shown as a percentage of men's earnings), regardless of the work they do.

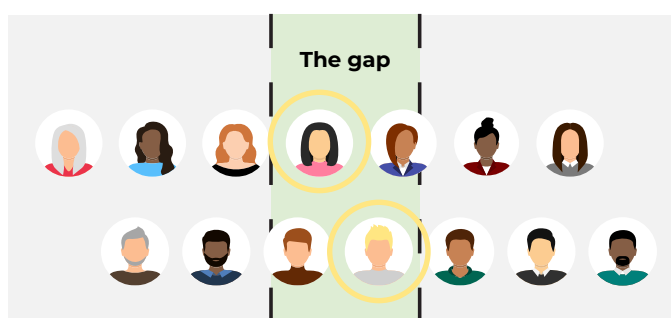
This is shown by reporting the differences in mean and median earnings between women and men calculated on the basis of hourly rates. The proportion of men and women awarded bonus pay over the same 12 month period is also reported.

The Gender Pay Gap is the difference in all pay received by men and women in the previous 12 months. This also includes sales commission payments.



Mean:

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. The calculation is completed separately for men and women and the totals compared.



Median:

The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay.

Matillion Gender Pay Summary



Base Pay Gap

37.4%

Mean gender pay gap

39.9%

Median gender pay gap



Bonus Pay Gap

66.2%

Mean bonus gender pay gap

69.4%

Median bonus gender pay gap



Receiving a bonus

19.5%

Female employees

24.2%

Male employees

Pay Quartiles



Lower Quartile

51.3% 48.7%

Female employees Male employees



Lower Middle Quartile

24.4% 75.6%

Female employees Male employees



Upper Middle Quartile

16.7% 83.3%

Female employees Male employees



Upper Quartile

5.1% 94.9%

Female employees Male employees

Each quartile represents 25% of our team; 78 people. ie, the 'lower quartile' image shows the Men:Women split among the 78 people with the lowest salaries.

Departments

You can see from the data in our summary that we have more men in the business receiving a bonus than women. Matillion bonuses are paid for Director level positions and above. Bonuses also given to our sales team, paid as sales commission payments. We currently have more men in Director level positions and also, more men in the sales department and this impacts the gender split of these bonus payments.

Like in any company, specifically in the tech industry, the gender split in different departments will have an impact.

Across these departments, you have varying levels of entry level and experienced salaries eg. within Engineering and technical roles vs within People Ops, Support including office management and executive assistants but also Customer Support and Finance.

In particular, 'Tech' roles command higher salaries in most businesses' due to external market conditions, and to be successful as a software company, we need a large engineering team.

47.8%

of our team in the UK
work in Engineering



83.5%

of the engineering team
were men on the day this
snapshot data was taken



15%

of the engineering
team were
women



1.5%

of the engineering
team were
non-declared

We know that the gender imbalance will continue to have a significant impact on our pay gap for the next few years for this particular reason, however, we are working hard to attract more women into our technical and STEM roles from graduate level right through to senior management.

What causes the gender pay gap?

There is no one single issue that causes the pay gap. Like in any country, the working environment today is the result of many years of history - and despite recent progress, women are still more likely to:

- Be the primary carer for a child on parental leave
- Take career breaks to raise children
- Work in lower-paying jobs
- Suffer from unconscious bias
- Suffer from imposter syndrome

These problems are all interlinked, and they won't be solved overnight. We're taking practical steps at Matillion to try and address these including:

Our Placement Student Programme

Every year, we take an increasing number of students into placement roles from university. These are 13 month long programmes across areas of our business including Engineering, Product, Marketing, People Ops, Finance and Customer Success.

We try to target an even split of women and men into these roles to help increase the number of women entering into graduate level positions with our target being 50:50.

We are proud of our placement programme and 98% of our placement students since 2018 have gone on to full time graduate level positions with us after their university course is complete.

For the first time in 2022, we also introduced a specific women in tech placement student programme which will include additional support and mentoring from other women in the business.

New job architecture career framework

With the introduction of Workday in 2022, we took this opportunity to build our brand new job architecture and career framework company wide. This framework gives us clarity on roles and responsibilities and a common corporate language to describe and understand roles across all business areas and regions. The People Team uses this framework to drive consistent ways of working and equality in relation to career development opportunities and remuneration both vertically within teams and cross functionally.

Introduction of programmes aimed at Women - Springboard

In 2022, we launched our first ever Springboard Development Programme for Women with 30 women from Matillion attending our inaugural course. There is another scheduled for 2023.

The Springboard Consultancy helps organisations tackle their gender pay gap and work on key issues of diversity and inclusion by offering consultation as well as delivering training and development.

Springboard is for women who want to take control, become more assertive, increase their confidence and build themselves a more positive attitude in both their work and home lives.

Unconscious bias and Micro-aggression training

Matillion have previously rolled out company wide unconscious bias training and micro-aggression training, with our Hiring Managers receiving an even deeper level of unconscious bias training for interview processes. These are topics that we are building upon year on year.

Inclusive Hiring Practices

We continue our focus on developing a pipeline of women into not only senior level roles but all roles across the business. We have committed to building diverse gender balanced interview panels and ensure we have women shortlisted in our processes where possible.

Matillion Together

We launched our E,D&I working group, Matillion Together, in 2020. The initiative was born out of our value 'We Care' *about our people and our community*. Having a diverse team means we are more creative and innovative. Having an inclusive team means we are more productive and happy at work.

2023 Action Plan

In addition to building and enhancing on this work, we are pleased to report that we have invested in a number of new commitments for 2023, which will specifically help towards our gender pay actioning including:

- ✓ Introduction of a diverse future talent leadership programme called the 'Highly Effective Matillioner'
- ✓ Introduction of salary bandings onto all our external job adverts globally
- ✓ Complete audit on all our policies and benefits
- ✓ Commitment to ensuring our Executive Team receive further Diversity and Inclusion training

Although all of these things we are doing shall take time to embed and time to flow through on matters such as our gender pay gap reporting, we do believe that they will keep us true to our commitment to becoming an even more inclusive business.

We are committed to helping all of #TeamGreen reach their full potential and will continue to hold ourselves accountable.