

UK Gender Gap Report – April 2018

Summary

The report is based on hourly pay and is calculated basis

1. Overall pay - All pay applicable for the pay period (bonus pay and ordinary pay together)
2. Bonus pay

Headcount summary as of snapshot date (5th April 2017)

Count	No's
Overall	253
Female	44
Male	209

Overall Pay

Mean pay and the differences between male and female

Mean pay is the average and is calculated by dividing the total hourly pay for all male employees by the number of male employees and doing the same for female employees. Once the average hourly pay has been calculated the difference between the average female hourly pay from the male hourly pay is calculated and shown as a percentage.

Gender	# of employees	Avg Hourly pay
Female	44	£24.9
Male	209	£30.8

Narrative - The difference between the average female hourly pay from the average male hourly pay is (-) 17%. This is mainly due to the female headcount being significantly less than the male at overall levels and in particular to middle and senior levels. On further analysis it is found that there is an insignificant difference of 0.5% - 2% in 5 levels out of 10 levels in the company. 4 levels out of 10 levels have only male population. Internal movements (Promotions) and external hires continue to be focused on gender diversity.

Median pay and difference between male and female

Median pay is the middle of the data range. The difference between the female median hourly pay from the male hourly median pay is calculated and shown as a percentage

Gender	# of employees	Median Hourly pay
Female	44	£20.8
Male	209	£23.4

Narrative - The difference between the Median female hourly pay from the Median male hourly pay is (-) 11%. This could be due to the female headcount being significantly less than the male. Mindtree is an equal opportunity employment company. The non-presence of females in the mid to senior levels of the organization could have resulted in a negative difference. Gender diversity-based hiring is being executed and we have seen significant improvement.

Proportion of male and female employees in quartile bands

The table shows the proportion of male and female in the lower, lower middle, upper middle and upper quartiles of the pay data

Quartile	Quartile Count	Male		Female	
		Count	%	Count	%
Q1	63	48	76%	15	24%
Q2	64	46	72%	18	28%
Q3	63	55	87%	8	13%
Q4	63	60	95%	3	5%

Narrative – Q3 and Q4 have consists of those levels where the presence of female is low in comparison to the males hence the difference. Pay for performance and gender diversity continues to be a focus for internal and external talent.

Bonus Pay

Mean bonus pay and the differences between male and female

Mean bonus pay is the average and is calculated by dividing the total hourly bonus pay for all male employees by the number of male employees and doing the same for female employees. Once the average hourly bonus pay has been calculated the difference between the average female hourly bonus pay from the male hourly bonus pay is calculated and shown as a percentage.

Proportion of male and female employees receiving a bonus

This is expressed as a percentage of Males/Females who have received a bonus during the pay period.

Gender	# of employees	Received bonus	%
Female	44	43	98%
Male	209	198	95%

Narrative – Bonus is paid upon achieving specific outcomes. Most of the female employees received their bonus vis a vis the male employee.

What is Mindtree UK doing to address its gender pay gap?

While Mindtree UK's gender pay gap compares favorably with that of organizations both across the whole of UK's economy & within the IT sector and Mindtree UK is committed to doing everything for reducing the gap. However, Mindtree UK also recognizes that its scope to act is limited in some areas - for example, no direct control over the subjects that individuals choose to study or their career choices. Certain career choices (example specific roles, skills etc) would mean a higher level of pay; so if women choose not to be in such careers it would reflect in the average pay levels.

Listed below are some of the steps that Mindtree UK executed to promote gender diversity of its workforce -

1. Creating an evidence base: To identify any barriers to gender equality and inform priorities for action, Mindtree UK will introduce gender monitoring to understand:
 - a. the proportions of men and women applying for jobs and being recruited;
 - b. the proportions of men and women applying for and obtaining promotions;
 - c. the proportions of men and women leaving the Organisation and their reasons for leaving;
 - d. the numbers of men and women in each role and pay band;
 - e. take-up of flexible working arrangements by gender and level within the Organisation;
 - f. the proportion of men and women who return to their original job after a period of maternity or other parental leave; and

Gender	# of employees	Avg hourly bonus pay
Female	44	£2.6
Male	209	£3.4

Narrative - The difference between the average female hourly bonus pay from the average male hourly bonus pay is (-) 23%. This could be due to the female headcount being significantly less than the male. On further analysis it is found that 11 males in comparison to 1 female did not receive a bonus. 2 Males were paid high per hour bonus. Since they belong to sales, they have been paid with incentive/commission for outcomes achieved. Sales ratio – 2(F):30(M). The top 3 highest paid hourly bonus is as follows:

- #1 – Male
- #2 – Female (Diff – 11%)
- #3 – Male (Diff – 5%)

Median bonus pay and difference between male and female

Median bonus pay is the middle of the data range. The difference between the female median hourly bonus pay from the male hourly median bonus pay is calculated and shown as a percentage.

Gender	# of employees	Median Hourly bonus pay
Female	44	£1.4
Male	209	£1.5

Narrative - The difference between the Median female hourly bonus pay from the Median male hourly bonus pay is (-) 4%. The difference is insignificant. Mindtree is an equal opportunity employment company. The non-presence of females in the mid-senior levels of the organization could have resulted in a negative difference, gender diversity-based hiring is being executed

- g. the proportion of men and women still in post a year on from a return to work after a period of maternity or other parental leave.
2. Supporting parents: Mindtree UK will develop guidelines for managers on supporting employees prior to, during and on return from maternity / other parental leave, to be backed up by training for all line managers and senior managers. Any update & roll-out of subsequent changes will commence later in the financial year.

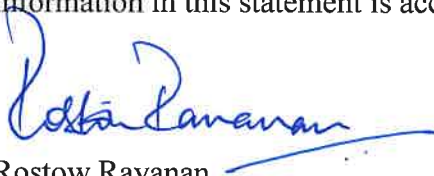
None of these initiatives will, of itself, remove the gender pay gap - and it may be couple of years for any impact. In the meantime, Mindtree UK is committed to reporting on an annual basis on what it is doing to reduce the gender pay gap and the progress that it is making.

Right now, Mindtree UK has plans to extend its evidence-gathering to include qualitative data. It will do this through a consultation exercise across all areas and levels of the organisation to identify the barriers (and the drivers) for women employees.

In the coming year, Mindtree UK is also committed to:

1. Investigating affordable childcare options
2. Cycle to work
3. Etc.,

I, Rostow Ramanan, Chief Executive Officer & Managing Director, confirm that the information in this statement is accurate.



Rostow Ramanan

CEO and Managing Director

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