

Diebold Nixdorf (UK) Ltd are pleased to publish our mean/median hourly pay figures where the findings positively reflect a higher mean and median gender pay for women within our organisation. However the bonus mean and median payments for women are less than men despite a greater percentage of women being in receipt of a bonus.

This analysis is influenced by a significantly larger male population within the company and the makeup of our workforce; a large population of men being employed in the service engineering roles which are typically positioned in our lower pay quartiles. However we are confident that we pay employees equal pay between our male and female employees who are undertaking comparable work.

Diebold Nixdorf (UK) Ltd is committed to the principle of equal opportunities and equal treatment for all employees and is governed by our company code of conduct in order to ensure we achieve this. We have a clear approach of paying employees equally for the same or equivalent work.

In order to ensure that we continue to pay equally and to address the differentiator in our bonus pay we will undertake Pay Equity Reviews as part of our annual pay review process according to role and aim to achieve a more gender balanced workforce and aim to attract more women into our IT and Service Engineering roles.

I can confirm that our data is accurate and has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Paul Young,
Finance Director UK/I.

This document has been produced to communicate the overall Gender Pay Gap figures of Diebold Nixdorf (UK) Ltd using the snapshot date of 5th April 2017.

UK employers in the private and voluntary sectors with 250 or more employees are required to publish prescribed gender pay gap information under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (SI 2017/172).

The gender pay gap measures the differences between the average pay of male and female employees, irrespective of job role or seniority. This measure is different to equal pay which measures the differences between male and female employees performing the same or similar work, or work of equal value.

The difference between male and female earnings expressed as a % of men's pay.

Women's mean hourly pay	Women's median hourly pay	Women who received a bonus
6% Higher	28% Higher	43%
Women's mean bonus pay	Women's median bonus pay	Men who received a bonus
26% Lower	8.9% Lower	31%

The proportion of men and women in each of four quartile pay bands.

