

Gender Pay Gap Diebold Nixdorf UK Report April 2020

INTRODUCTION

Under the UK Government's Gender Pay Gap Reporting Regulations, employers with over 250 employees need to report their gender pay gap annually.

This involves carrying out six calculations that show the difference between the average earnings of men and women within the organisation, 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.

According to the Office for National Statistics (ONS) the overall UK median gender pay gap is 15.5% as at April 2020. This year we have a mean gender pay gap of -2.3% (3.6% in 2019) and a median gender pay gap of -8.9% (-12.7% in 2019). The UK national mean pay is 14.6%.

This year our bonus mean and median percentage for women are higher than men despite a greater percentage of men being in receipt of a bonus. This is due to exceptional bonuses of one week's pay being paid in April 2020 to our Frontline Field Service Technicians who have gone above and beyond in keeping our customers operating during the Covid-19 pandemic, maintaining essential daily operations that provide access to vital consumer goods and services.

The decision was made by our President & CEO and Executive Leadership Team to acknowledge and reward the extra risk that these employees are taking to keep our business operating.

This analysis is influenced by our employee composition which reflects a significantly larger male population (79%). The pay quartiles are relatively comparable to the distribution of gender in our workforce. The key factor influencing the upper quartile result is a higher proportion of males in our most senior positions, which are our highest paid roles. When looking at our bonus pay gap, is usually linked to the distribution of gender within our workforce in senior positions & sales who generally receive a bonus. This is a relatively small proportion of employees and the bonus gap is usually in favour of males. However, this year over 160 more people received a small bonus, (Field Service Technicians are mainly male) which has changed the reported figures significantly.

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.



Paul Young, Finance Director UK/I

Gender Pay and Bonus Gap

	Mean (Average)	Median (Middle)
Gender Pay Gap	-2.3%	-8.9%
Gender Bonus Gap	-40.0%	-668.6%

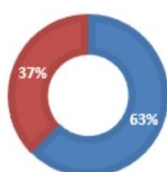
Mean Pay Gap: The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

Median Pay Gap: The median represents the middle point of a population. If you lined up all of the pay of women and all of the pay of men at a company, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

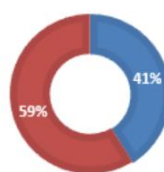
PROPORTION OF EMPLOYEES RECEIVING A 2020 BONUS

In relation to bonus, our mean gender pay gap for bonuses paid in the year to April 2020 is -40%, and the median gender pay gap for bonus payments is -668.6%. Just under 60% of employees received a bonus in 2020 (330 men and 60 women), which is 30% more than last year. The main reason for the gap is due the higher proportion of males in our field service positions receiving a bonus this year compared to previous years. If you exclude the field services the mean gap was 27.6% (similar to last year) and median was -22.6%.

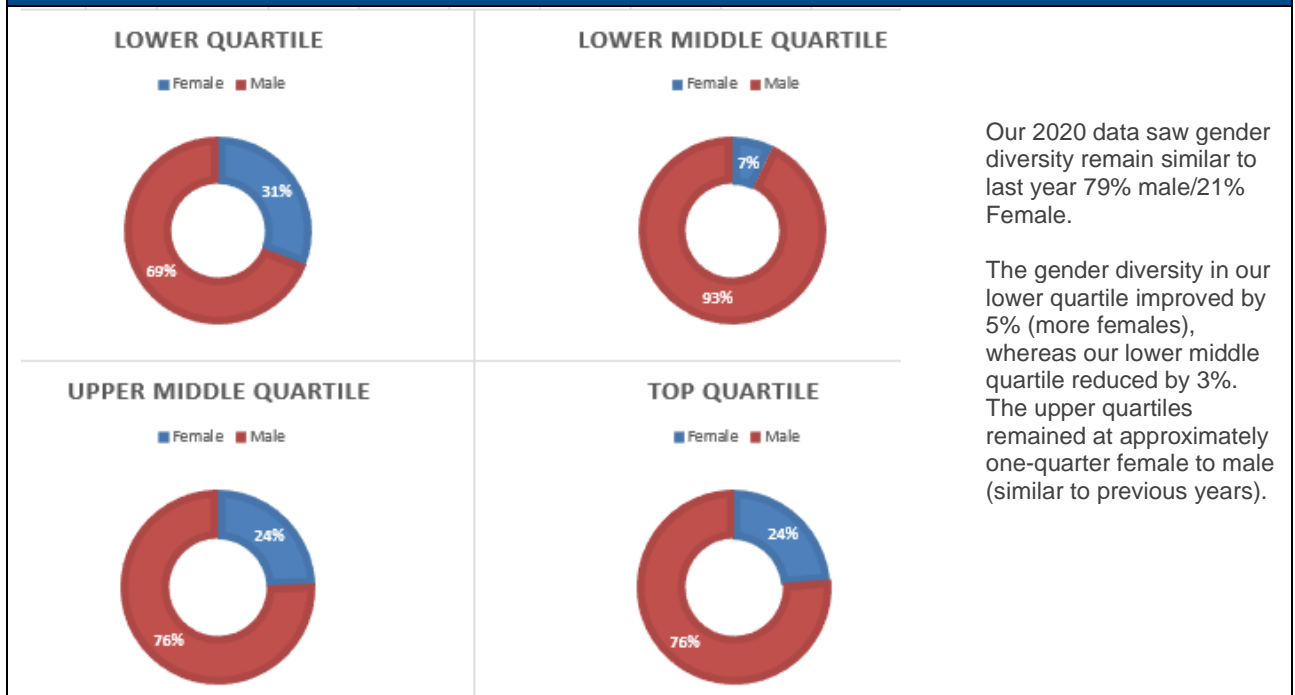
MALE
■ Bonus Received ■ No Bonus Received



FEMALE
■ Bonus Received ■ No Bonus Received



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



OUR PLANS TO CLOSE THE GAP

There are a number of steps we are taking to improve our gender balance that we expect to positively impact our gender pay gap in the future, including:

Actions completed:

- **Inclusive culture** - Continue to promote a culture where everyone can bring their whole selves to work and perform at their best.
- **Inclusive leadership** - Our leaders create and enable high performing teams from diverse backgrounds.
- **Inclusive practices** - We maintain policies and practices that reflect the culture of inclusion we are striving for. Our workplace evolution initiative has seen more roles change from 5 days in the office to either flexible or fully remote roles.

Actions for 2021

- **Recruitment** – Continuing to enhance our recruitment practices and building inclusion into all leadership activity to raise the standards of recruitment.
- **Flexible job design** – We promote and offer our people (at every level), the flexibility to establish both work-life balance and a working pattern that is right for them.
- **Gender balance** – Increase gender diversity in our lower pay quartile which predominantly includes Service Engineers roles. Deliver a leadership development programme to support gender diversity at executive levels.

We remain committed to removing the Gender Pay Gap at Diebold Nixdorf UK but also know it will take time for our efforts to be reflected in the reported figures. Our long-term view enables us to refine our strategy each year to drive progress in the UK and Globally.

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 2020, when our workforce consisted of 137 (21%) women and 502 (79%) men.