Gender Pay Gap Report 2019
INTRODUCTION

Gemalto UK Limited (now known as Thales DIS) is required by law to publish an annual gender pay gap report. This is the report for the snapshot date of 5 April 2019.

At the time of the report, Gemalto UK Limited had a total of 214 men and 136 women in the relevant population. This is an increase of eight men since 2018 with a constant population of women.
GENDER PAY GAP

The six main areas to report are shown below, comparing the 2019 results with those from both 2017 and 2018:

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</thead>
<tbody>
<tr>
<td>Pay Gap</td>
<td>38%</td>
<td>28%</td>
<td>28%</td>
<td>39%</td>
<td>35%</td>
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<tr>
<td>Bonus Gap</td>
<td>62%</td>
<td>59%</td>
<td>59%</td>
<td>40%</td>
<td>38%</td>
<td>40%</td>
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In Q1 2018, we had an urgent need to recruit a number of key technical roles, the majority of which being relatively highly paid. Despite an increased effort to attract and recruit female employees very few candidates were available, in fact for some roles there were none. Any that did apply were automatically considered and yet none had the appropriate skills required for these particular roles, or the backgrounds that would allow easy training to the essential level. This reflects how Gemalto UK Ltd, as with many technology companies continues to struggle to employ women in an ever increasing technological field, specifically in the highest earning positions which often require experience that has not been gained.

This overall increase in employed heads is reflected in the lower number of both males and females receiving bonus as they had not been employed long enough at the trigger date to receive any bonus. It has not however increased the difference in the majority of the Mean or Median calculations due to other actions taken internally to work towards closing the gap. It has given a negative difference in the quartiles.
### PAY QUARTILES

<table>
<thead>
<tr>
<th></th>
<th>BAND D (HIGHEST)</th>
<th>MALE</th>
<th></th>
<th>BAND C</th>
<th>MALE</th>
<th></th>
<th>BAND B</th>
<th>MALE</th>
<th></th>
<th>BAND A (LOWEST)</th>
<th>MALE</th>
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<tr>
<td>FEMALE</td>
<td></td>
<td></td>
<td>2017: 21%</td>
<td>79%</td>
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<td>2017: 32%</td>
<td>68%</td>
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<td>2017: 56%</td>
<td>44%</td>
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<td>2018: 23%</td>
<td>77%</td>
<td></td>
<td>2018: 32%</td>
<td>68%</td>
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<td>2018: 48%</td>
<td>52%</td>
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<td></td>
<td></td>
<td>2019: 21%</td>
<td>79%</td>
<td></td>
<td>2019: 35%</td>
<td>65%</td>
<td></td>
<td>2019: 48%</td>
<td>52%</td>
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<td>2017: 50%</td>
<td>50%</td>
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<td>2018: 52%</td>
<td>48%</td>
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<td></td>
<td>2019: 55%</td>
<td>45%</td>
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One reason for the increase in Band A is the improved recruitment numbers of females. As they often come in at the base salary level there is an instant negative effect, but this should improve next year as their training allows them to progress to Band B.

Band B remains as per last year, but there has been a small improvement in Band C. Unfortunately due to the increased technical recruitment already mentioned and the lack of female applicants the differential in Band D has fallen back to the levels in 2017. There is an obvious requirement for some more work here. We are concentrating on ways to recruit more junior employees specifically aimed at female candidates to be able to provide that training opportunity.
It is also hoped that the recent acquisition of Gemalto UK Limited by the Thales Group will offer an opportunity for female employees to transfer between the Companies, allowing for future development and growth of individuals.

In line with our on-going commitment we continue to provide training in general Diversity. In 2018 we completed the training begun in 2017 of all recruiting Managers in Unconscious Bias to ensure they understand how this can influence their decisions in the recruitment and selection process, and how to manage this. We also reviewed all job descriptions and competency based interview questions to remove any potential bias.

We continue to encourage flexible working and the uptake is constant showing as 7% of the population with flexible working contracts as opposed to 7.2% last year. In 2017 the uptake was 100% from our female employees, but through encouragement this moved to 75% female and 25% male uptake in 2018. This has stayed relatively constant on the female side at 72%, but has increased on the male side to 28%. We continue to have a positive attitude to working from home which allows for a more flexible work-life balance for both genders.

Overall, Gemalto recognises the areas where increased focus is required and remains committed to taking steps to make on-going improvements.