

# 2020 GENDER PAY GAP REPORT

October 2021



# CEO Statement

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At Imagination, we are 100% committed to creating a working environment that includes, involves, and inspires everyone. We are a family, and we want more people to join it, and the more diverse the better!

We are seeing positive change – something we are determined to build upon in the coming years. In 2020, our gender pay gap reduced by 6.4% and our gender bonus gap by 4.4%. We know more needs to be done and we are committed to doing it.

Getting more girls and women into technology professions is not only a priority, but a necessity. However, as an industry we need to think about what happens when they get here and how we keep them. Organisations need to make sure that work environments are places where everyone feels a sense of belonging and can contribute their best to achieve their full potential.

We have published details of our gender pay statistics, as required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The following report sets out our Company position in more detail.

A handwritten signature in black ink, reading "Simon Beresford-Wylie".

Simon Beresford-Wylie  
CEO



# Pay Reporting in Context

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Imagination Technologies is a privately owned semiconductor intellectual property (IP) business, with headquarters in the UK and offices in nine other countries. This report covers our UK operations only, which consisted of 501 relevant full pay employees at the snapshot date, 5th April 2020.

In the UK, women are under-represented in science, technology, engineering and maths (STEM) occupations. In total, women made up 24% of all people employed in STEM occupations in 2019 and 10.6% of all people in professional engineering occupations. (Source: Women in Engineering and Science). This gender imbalance is reflected in our workforce. However, since 2017, the proportion of women in our business covered by this report has increased from 12% to 16.9%.

The national average gender pay gap for all roles in the UK in 2020 was 15.5%; for full time positions, it was 7.5%. (Source: Office of National Statistics).



# Our 2020 results

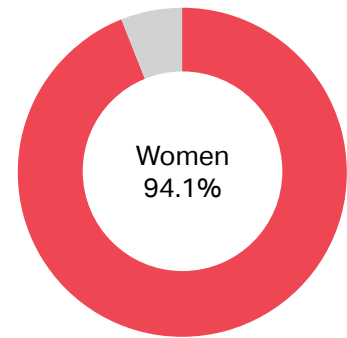
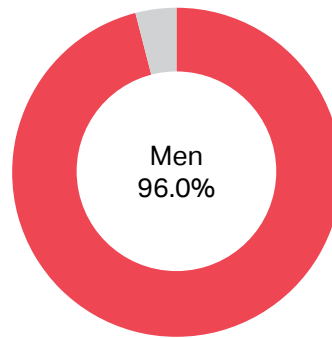


These figures have been calculated using the mechanisms set out in the gender pay gap reporting legislation.

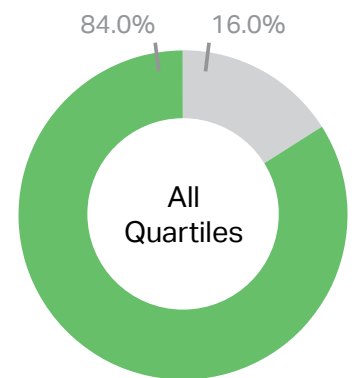
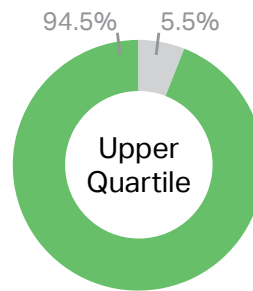
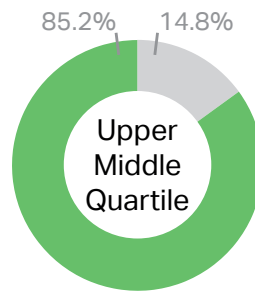
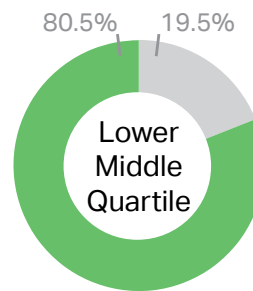
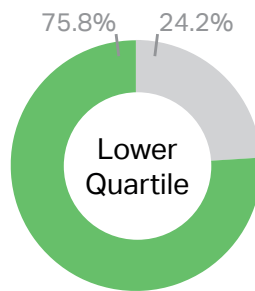
## Mean and Median Gender Pay and Bonus Gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	18.8%	20.0%
Gender Bonus Gap	32.8%	21.8%

## Proportion of Men and Women Receiving Bonus Pay



## Proportion of full-pay men and women in each of the four quartile bands



■ Men ■ Women

# Data Highlights

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- Our gender pay gap has reduced by 6.4% at the mean and 1.2% at the median.
- The mean gender bonus gap has reduced by 4.4%, but is increased at the median, up 1.8%. This continues the trend of a reducing bonus pay gap.
- Access to a bonus payment has increased from 2019, when 87.2% of women and 88.5% of men received a bonus payment. Again, this year, receipt of a bonus is near equal between the genders.





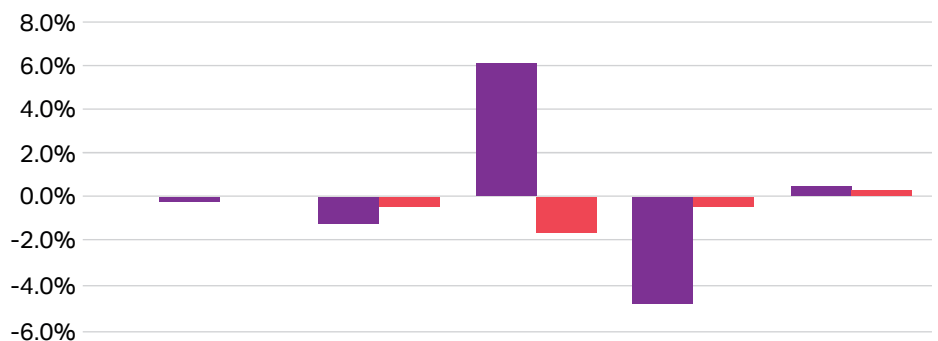
# Data Commentary



- The underlying cause of our pay gap is unchanged: we do not have an equal representation of men and women across job categories within our organisation.
  - Within the semiconductor industry, men are the dominant gender in professional engineering roles. In Imagination, **67%** (2017: 53%; 2018: 62%; 2019: 74%) of the women in the sample worked in technology roles, compared with **90%** (2017: 92%; 2018 94%; 2019: 88%) of the men.
  - Women were under-represented in the executive and managerial job categories and over-represented in the support job category, whilst the opposite is true for the males in the sample. The table below shows the proportion of each gender working in each of the job categories. This is calculated by dividing the number of male or female employees in each job family by the total number of employees of that gender.

Job family	% Women	% Men	% All
Executive	1.2%	3.2%	2.8%
Managerial	6.1%	14.3%	12.9%
Professional	74.4%	76.9%	75.9%
Support	18.3%	2.9%	5.3%
All Job Families	16.0%	84.0%	100.0%

- The graph below shows the changes in our relevant jobholders' job categories from 2019 to 2020. It shows more women in professional roles and fewer in support roles.



	Executive	Managerial	Professional	Support	Total Pop
Female	-0.0%	-1.2%	6.1%	-4.9%	0.5%
Male	0.2%	-0.5%	-1.6%	-0.5%	0.3%

- Our gender pay gap is not driven by high numbers of women in part time, lower paid positions. 13.4% of women in the relevant sample were part time, compared with 1.6% of men.

# Our ongoing commitments

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While a gender pay gap still exists, we recognise there is more to do and are committed to addressing the gap.

## Recruitment

We consider inclusion at all stages of employment, whether in the recruitment of new joiners, in supporting our employees to develop and progress in their careers, supporting returners, and in the retention of our most talented people. We continue to see improvements in recruitment through the following actions:

- Gender-balanced shortlists
- Using specialist technology to ensure gender-neutral vocabulary in all our job roles
- Using skill-based assessments in engineer recruitment

## Retention and progression

We are focused on developing and progressing our female employees to be current and future leaders. We continue to see improvements through the following initiatives:

- Mentoring and coaching scheme
- High-potential programme
- Promoting internal vacancies
- Offering flexible working – we have recently launched a hybrid working framework, which enables employees to work flexibly between the office and other locations, in tune with lifestyles and demands of the modern world.
- New programmes to facilitate employee recognition – long service and outstanding contribution awards
- Enhanced maternity and paternity benefits
- Global Employee Assistance Programme

# Our ongoing commitments continued

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## WiT Group

We strive for Imagination to have an inclusive culture. Our Women in Technology (WiT) group, is open to anyone to join, and meets regularly to promote awareness of gender issues as well as lead on specific activities. The WiT group is made up of volunteers and is:

- Championing equality, diversity, and inclusion at Imagination
- Speaking at local schools and events on the positives of a career in STEM
- Inviting guest speakers to visit Imagination
- Identifying and attending networking opportunities
- Supporting awareness days
- Identifying additional opportunities to enhance the culture at Imagination

## STEM outreach programme

Through the WiT group, our STEM Outreach Programme was created. A team of volunteers have designed a session centred on programming and robotics for Key Stage 3 students. The aim of the session is to teach student the basic structure of robots and the difference between how robots and humans 'think' and ultimately, inspire them to consider studying STEM. The group is:

- Delivering the session to multiple local schools
- Engaging with local government to promote the programme
- Networking and connecting with other organisations to expand the programme reach and capabilities





# Chief HR Officer statement

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At Imagination we understand the importance of increasing the representation of women and minority groups. We are committed to driving change both within Imagination and the wider technology industry.

With the continued support our employees and executive team, I am confident that we will make the progress needed to meet the needs of society.

As the Chief Human Resources Officer for Imagination Technologies Limited, I, Nick Merry, confirm that the data contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'Nick Merry'.

Nick Merry  
CHRO