

# 2021 GENDER PAY GAP REPORT

March 2022



# CEO Statement

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Diversity and inclusion in the tech sector has received much attention over recent years. From encouraging young women to consider STEM careers to addressing gender gaps in tech boardrooms. The reality is, as industry we still have much to do; however, one thing remain fundamental, greater diversity creates greater innovation and so we must do more.

In 2021, our gender pay gap increased by 5.2% as did our gender bonus gap by 14.9%. As a business and as part of the wider UK technology industry, we know more needs to be done and we are committed to doing our part because we understand just how important diversity in tech is.

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.

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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 505 relevant full pay employees at the snapshot date, 5 April 2021.

In the UK, women are under-represented in Science, Technology, Engineering and Maths (STEM) occupations. In total, women make up 24.2% of all people employed in STEM occupations in 2020 and 10.4% 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 17%.

The national average gender pay gap for all roles in the UK in April 2021 was 15.4%; for full time positions, it was 7.9%. (Source: Office of National Statistics).



# Our 2021 results



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

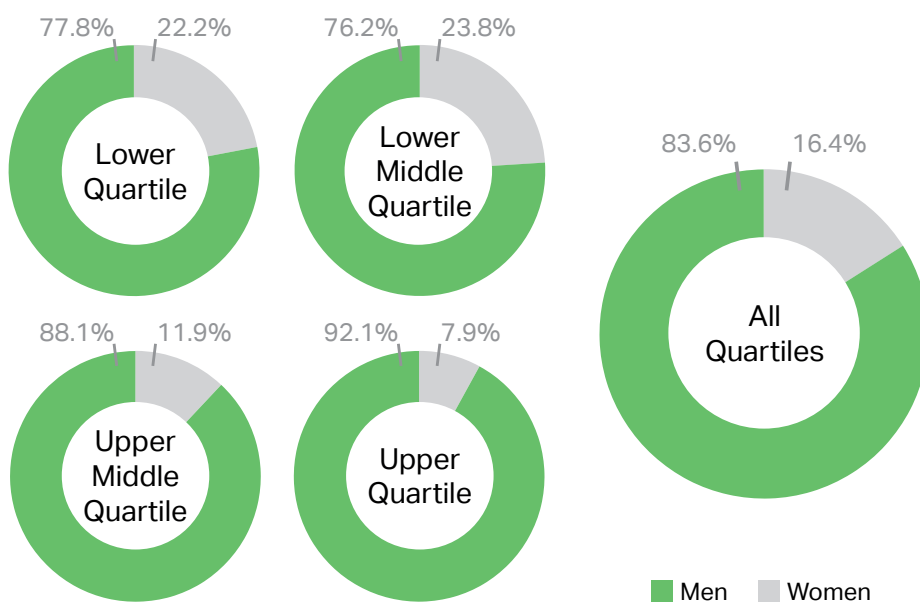
## Mean and Median Gender Pay and Bonus Gap

Difference between men and women	Mean (Average)	Median (Average)
Gender Pay Gap	24.0%	20.0%
Gender Bonus Gap	47.7%	30.7%

## Proportion of Men and Women Receiving Bonus Pay



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



# Data Highlights

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- Our gender pay gap has increased by 5.2% at the mean and decreased by 0.01% at the median.
- The mean gender bonus gap has increased by 14.9%, and at the median by 8.9%.
- Access to a bonus payment has increased from 2020, when 94.1% of women and 96.0% of men received a bonus payment. This year, receipt of a bonus was 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, 71% (2020: 67%; 2019: 74%; 2018: 62%; 2017: 53%) of the women in the sample worked in technology roles, compared with 92% (2020: 90%; 2019: 88%; 2018 94%; 2017: 92%) 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	0.0%	2.0%	1.8%
Managerial	9.8%	17.0%	16.2%
Professional	80.5%	75.6%	78.1%
Support	15.9%	1.6%	3.9%
All Job Families	17.0%	83.0%	100.0%

- Our gender pay gap is not driven by high numbers of women in part time, lower paid positions. 10.8% of women in the relevant sample were part time, compared with 1.2% 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 engineers' 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.
- New programmes to facilitate employee recognition – long service and outstanding contribution awards
- Enhanced maternity and paternity benefits
- Global Employee Assistance Programme

# Chief HR Officer statement

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With the continued support our employees and executive team, I am confident that Imagination will make the progress needed.

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

