



Gender Pay in the UK

Our 2021/22 statement

1 Introduction

We are reporting our fourth year of gender pay analysis under the UK legislated requirements. Our early years marked steady improvement in decreasing the overall gap and a relentless focus on ensuring reward opportunity for common roles at all levels was at the top of our agenda. In 2021, we note an increase in the overall gap due to the proportion of women in senior and commercial roles. Globally, we have become even more resolute in our commitments to increase the proportion of women in our business in senior and commercial roles, and to continue to reduce the gender pay gap.

2 What is a Gender Pay Gap?

A gender pay gap is the difference between the average pay of all men in a company and the average pay of all women in a company, regardless of the type of work they do. More men in higher-paying positions increases the average pay for men and, conversely, more women in lower-paying positions decreases the average pay for women. Both lead to the determination of a gender pay gap. We are reporting our gender pay gaps for hourly pay and for 12-month bonus pay as of April 5, 2021. We report the mean and median gaps for both the hourly pay and 12-month bonus pay, using the average pay methodology set out in the gender pay gap reporting legislation.

Having critically reviewed all aspects of our processes that could be driving our gap, we identified a correction between our pay gap calculations and the requirements of the legislation and have updated our 2020 numbers.

- Awareness and Training: for employees and managers on matters such as inclusive leadership practices and awareness of unconscious bias;
- Recruiting: platforms that are inclusive, and diverse slates for key leadership roles;
- Advancement: Internal career building opportunities, mentoring and networks;
- Advocacy: including the important role of our “Women in Technology” affinity groups in every region in fostering sponsorship, community, and career conversations; and
- Long-term opportunity: An increased focused on virtual work opportunities to widen recruiting talent and diversity

Leveraging these global initiatives and programs, UK OpenText leaders put a high focus on ensuring our employees maximize resources to develop their careers and opportunities at OpenText. They also continue to partner with talent recruiters to seek to tackle any gender pay gap at the earliest point in our recruitment and selection processes.

4 Looking Forward

Its clear to us at OpenText that the proportion of women, and those of diverse backgrounds, in our senior and leadership roles is an area of improvement. We are making a public commitment of our aspirational targets through our *Net Zero program; Zero Barriers*: to achieve a majority diverse company and have greater than 40% female leaders by 2030.

It's a challenging target – but only by stretching ourselves will we see the kinds of change that needs to happen.



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