

Introduction

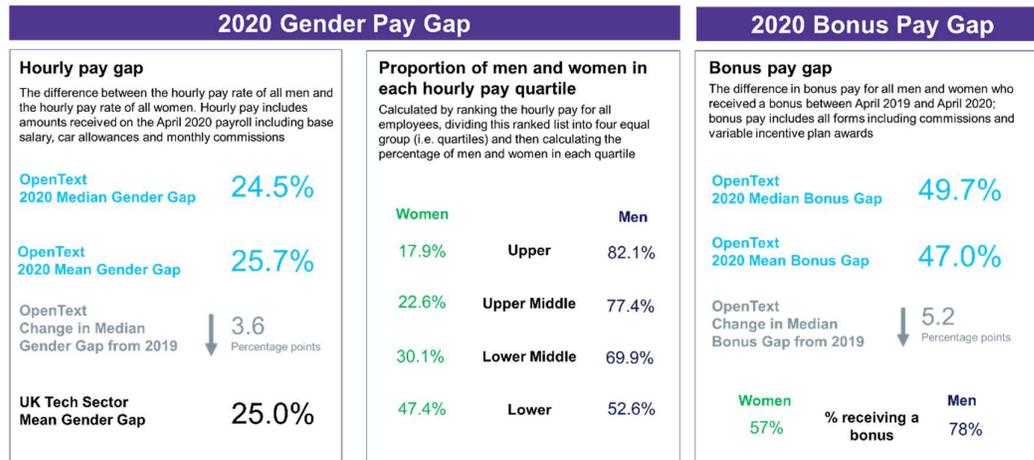
Since we posted our inaugural UK gender pay gap results in 2018, the representation of women within the UK work force, across all levels, has increased from 26% to 31%. Increasing representation is one aspect of our objectives to ensure equity in pay and opportunity.

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, 2020. 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.

Our Gender Pay Gap in Numbers

Below are the April 2020 gender pay gap numbers for OpenText UK Ltd.



Continuing to narrow the gap requires that we maintain our vigilance in designing and monitoring our pay practices. Our pay programs are designed and governed to focus on equal pay for equal work – from hiring practices through to consistency in progression rates for common roles.

With pay practices tightly governed, we recognize the shape of our organization remains the primary driver of our gender pay gap. We have continued to increase representation of women in commercial sales roles and at senior levels.

Our overall ambition sits in a broader context. We are committed to increasing equity in opportunity for all employees regardless of race, gender, sexual orientation, religion or other difference. In the context of the technology industry, both locally and globally, this includes a focus on equal pay for equal work and equity in opportunities for women at all levels.

We bring our ambition to life through impact teams of employees leading global initiatives with local impact which include:

- 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.

Looking Forward

In 2021, the way we work, innovate and support our customers sits in the context of a period of accelerated change and new ways of working. Focusing globally on equity in pay and opportunities creates a diverse talent pool and ideas to shape the Information Advantage.



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