

Gender Pay Gap Diebold Nixdorf UK Report April 2021

INTRODUCTION

Under the UK Government's Gender Pay Gap Reporting Regulations, employers with over 250 employees need to report their gender pay gap annually.

This involves carrying out six calculations that show the difference between the average earnings of men and women within the organisation, irrespective of job role or seniority. This measure is different to equal pay which measures the differences between male and female employees performing the same or similar work, or work of equal value.

According to the Office for National Statistics (ONS) the overall UK median gender pay gap is 14.9% as at April 2021 and the UK national mean pay is 15.4%. This year we have a mean gender pay gap of -4.0% (-2.3% in 2020) and a median gender pay gap of -20.3% (-8.9% in 2020).

This year our bonus mean and median percentage for women are higher than men despite a greater percentage of men being in receipt of a bonus. This is due to exceptional Spot bonuses being paid in November recognising those who have gone above and beyond in keeping our customers operating during the Covid-19 pandemic.

This analysis is influenced by our employee composition which reflects a significantly larger male population (78%). The pay quartiles are relatively comparable to the distribution of gender in our workforce. The key factor influencing the upper quartile result is a higher proportion of males in our most senior positions, which are our highest paid roles. When looking at our bonus pay gap, it is usually linked to the distribution of gender within our workforce in senior positions & sales who generally receive a bonus. This is a relatively small proportion of employees and the bonus gap is usually in favour of males. However, this year over 82% of employees received a bonus (compared to 58% last year), including small bonuses for our Field Service Technicians, (who are mainly male). This change in composition of those in receipt of a bonus has changed the reported figures significantly.

Diebold Nixdorf (UK) Ltd is committed to the principle of equal opportunities and equal treatment for all employees and is governed by our company code of conduct in order to ensure we achieve this.



Paul Young, Finance Director UK/I

Gender Pay and Bonus Gap

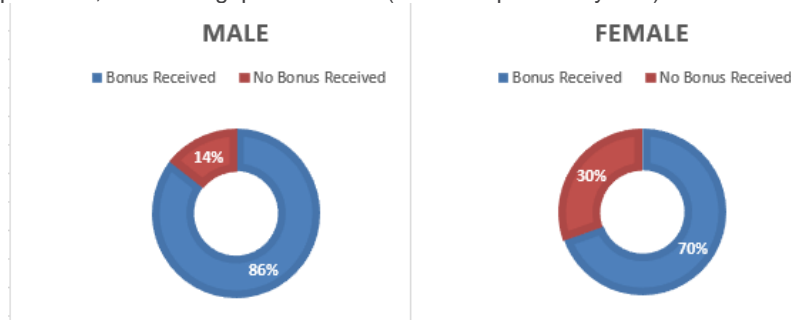
	Mean (Average)	Median (Middle)
Gender Pay Gap	-4.0%	-20.3%
Gender Bonus Gap	-24.5%	-1623.7%

Mean Pay Gap: The mean gender pay gap is the difference between the average hourly rate of pay for women, compared to the average hourly rate of pay for men, within a company.

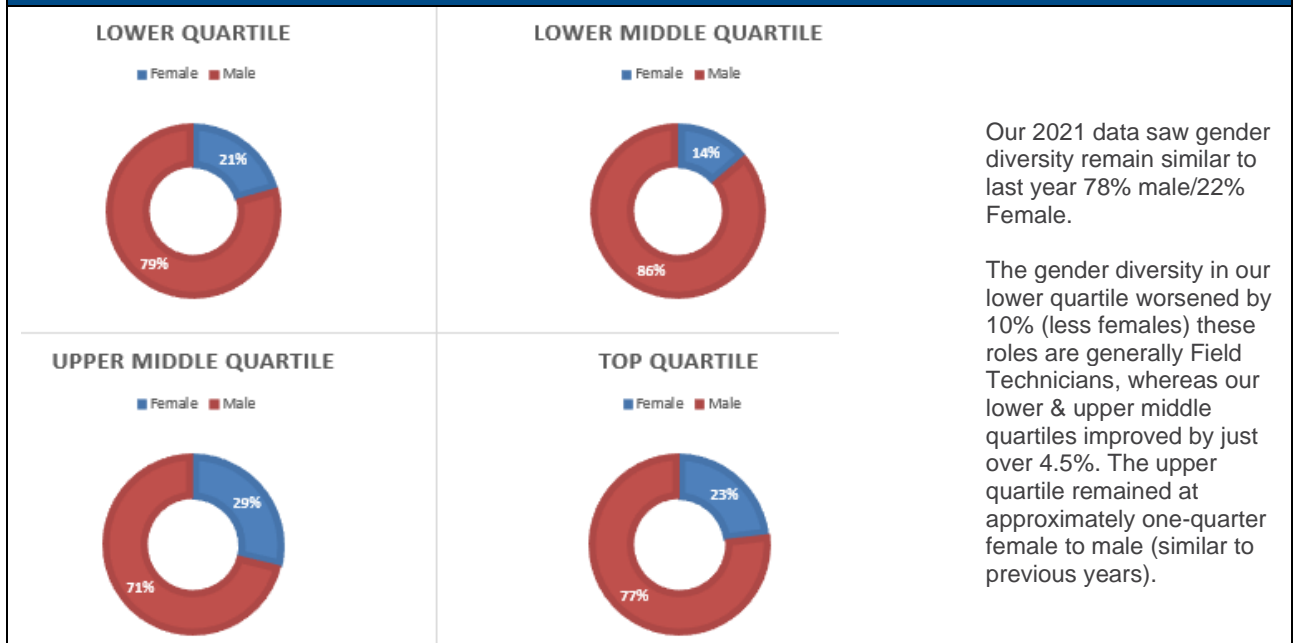
Median Pay Gap: The median represents the middle point of a population. If you lined up all of the pay of women and all of the pay of men at a company, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

PROPORTION OF EMPLOYEES RECEIVING A 2020 BONUS

In relation to bonus, our mean gender pay gap for bonuses paid in the year to April 2021 is -24.5%, and the median gender pay gap for bonus payments is -1623.7%. 82% (58% 2020) of employees received a bonus in 2021 (429 men and 96 women), which is 34% more than last year. The main reason for the gap is due to the higher proportion of males in our field service positions receiving a bonus this year compared to previous years, when they did not. If you exclude the field services positions, the mean gap was 32.2% (similar to previous years) and median was 15%.



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



OUR PLANS TO CLOSE THE GAP

There are a number of steps we are taking to improve our gender balance that we expect to positively impact our gender pay gap in the future, including:

Actions completed:

- **Inclusive culture** - Continue to promote a culture where everyone can bring their whole selves to work and perform at their best.
- **Inclusive leadership** - Our leaders create and enable high performing teams from diverse backgrounds.
- **Inclusive practices** - We maintain policies and practices that reflect the culture of inclusion we are striving for. Our workplace evolution initiative has seen more roles change from 5 days in the office to either flexible or fully remote roles.

Actions for 2022

- **Recruitment** – Continuing to enhance our recruitment practices and building inclusion into all leadership activity to raise the standards of recruitment.
- **Flexible job design** – We promote and offer our people (at every level), the flexibility to establish both work-life balance and a working pattern that is right for them.
- **Family Friendly Policies** – We are currently benchmarking all our family friendly working policies globally as we want to attract and retain the very best talent and to do so we recognise the importance of a positive working environment, where you feel supported and valued. We aim to support employees whether it's giving birth yourself, supporting your partner or taking parental leave will be looking at enhancing these to improve the work life balance.
- **Gender balance** – Increase gender diversity in our lower pay quartile which predominantly includes Service Engineers roles. Deliver a leadership development programme to support gender diversity at executive levels.

We remain committed to removing the Gender Pay Gap at Diebold Nixdorf (UK) Limited but also know it will take time for our efforts to be reflected in the reported figures. Our long-term view enables us to refine our strategy each year to drive progress in the UK and Globally.

This document has been produced to communicate the overall Gender Pay Gap figures of Diebold Nixdorf (UK) Ltd using the snapshot date of 5th April 2021, when our workforce consisted of 138 (22%) women and 501 (78%) men.