HP UK
Gender pay gap report
I’m pleased to share HP UK’s gender pay data for the reporting period ending 5 April 2017. Transparency is key to accelerating change, and HP supports efforts to promote and ensure fair compensation for all employees.

Publishing this data is consistent with our goal to make HP a top choice for the world’s best talent. Attracting, hiring, and developing exceptional employees is vital to realising our vision of creating technology that makes life better for everyone, everywhere.

Beyond being core to our culture and key to our business success, providing fair and equitable pay and benefits—regardless of gender, race, or other personal characteristics—helps HP draw brilliant people in a competitive marketplace for talent.

While this report includes data about gender pay at HP UK, it reflects HP’s global approach to compensation. HP sets ranges based on market and benchmark data, and is committed to paying men and women equitably, considering factors such as employees’ roles, the location of their job, their experience, and their performance.

We regularly review our compensation practices, for both individual employees and our workforce to ensure we are paying equitably.

This report also represents HP’s priority to increase the diversity of our workforce, particularly among women and other groups traditionally underrepresented in technology. When people of different backgrounds, perspectives, skills, and passions come together with shared purpose, amazing things happen.

That’s why we’re investing in diversity and inclusion with programs on topics such as growth mindset, unconscious bias, and leadership development. These initiatives are designed to eliminate bias in hiring, performance, and compensation decisions, and to help our managers and leaders better identify and develop employees.

We’re making progress, but we have more work to do. Our aim is to not only ensure fair and equitable compensation for all employees, but to develop an incomparable workforce that fully represents the diversity of our customers and stakeholders.

George Brasher
Managing Director, HP UK and Ireland
HP UK is an excellent place to work. We offer valuable opportunities for employees to stretch their skills, contribute in meaningful ways, and advance their careers.

We're committed to creating better balance between men and women in our workforce, and doing more to attract women to our company and our industry overall. Women make up 26% of our workforce at HP UK, a figure we're working to increase.

While we—like many technology companies in the UK—struggle with the overall number of women in our workforce, HP UK stands out for the representation of women in management and leadership positions. Proportionally speaking, more women than men hold senior positions at HP UK.

This is reflected in our gender pay data. Because the average female employee at HP UK has a higher job grade and associated salary and bonus than the average male employee, women earned both a higher mean and median salary and bonus in the reporting period that ended 5 April 2017.

We’re proud that many women at HP UK hold positions of significant influence and impact. That’s uncommon in technology, and reflects HP’s commitment to recognizing and rewarding talent. Yet we know we must hire and grow more women employees to better represent our diverse customers and stakeholders, fuel innovation, and deliver on our business goals.

This imperative isn’t limited to HP. Attracting more women to careers in technology is an industrywide challenge, and requires broad-based, long-term solutions. In the UK, we have introduced initiatives to increase the number of women at HP and in our industry, and encourage our employees to get involved, share their ideas, and help make it happen. We hope this report contributes to those efforts.

Debbie Irish
HR Lead, HP UK and Ireland
The gender pay gap and equal pay are different

The gender pay gap is the difference between what the average woman and the average man earns, regardless of the nature of their role and responsibilities.

Equal pay compares the compensation of employees with the same job category, title, responsibilities, and experience. Rather than identifying differences in pay between all men and all women across all jobs, it examines whether men and women in similar roles and with similar skills are being paid differently for doing equal work.
Calculating the mean and the median

The gender pay gap is expressed both in terms of the mean and the median in this report. Here’s a quick explanation for how to calculate each measure.

An example: calculating the mean

The mean gender pay gap is the difference between the average hourly pay for women and for men.

Add up the 7 hourly rates: £240
Divide by 7
Determine mean: £34.29

An example: calculating the median

The median gender pay gap is the difference between the midpoints of average hourly pay for women and for men.

Median
Gender pay results for HP UK

In the UK, HP employs more men than women. Of our workforce, 26% are women.

HP UK workforce

However, the average female employee at HP UK has a higher job grade and associated pay and bonus than the average male employee. Put another way, proportionally more women than men are in managerial and leadership roles at HP UK.

Note: The larger the circle, the greater the population. For illustration only.
At HP UK the mean pay for the average woman is 4.10% higher than it is for the average man, and their mean bonus is 5.50% higher.

The **mean** pay for the average woman at HP UK is **4.10% higher** than it is for the average man.

The **mean** bonus for the average woman at HP UK is **5.50% higher** than it is for the average man.

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
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</thead>
<tbody>
<tr>
<td>HP UK gender pay gap</td>
<td>-4.10%</td>
<td>-12.70%</td>
</tr>
<tr>
<td>HP UK gender bonus gap</td>
<td>-5.50%</td>
<td>-82.70%</td>
</tr>
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</table>

**Note:** A negative number indicates that women on average earn more than men.

The **median** pay for the average woman at HP UK is **12.70% higher** than it is for men.

The **median** bonus for the average woman at HP UK is **82.70% higher** than it is for men.

Some roles at HP UK, such as sales, have a much higher percentage of total pay in variable compensation (or bonus). Non-sales roles have a much lower percentage of total pay in variable compensation. The specific median bonus calculation compares a female salesperson with a non-sales male employee at HP UK.
A slightly higher percentage of women than men at HP UK received bonuses.

The data below show the ratio of men and women at HP UK in four pay groups, from lowest to highest. The pay groups are equal in size, and the ratio between men and women in three of them closely aligns with our overall employee population.

However, female employees at HP UK are significantly less represented in the lower middle pay quartile than men, which contributes to the gender pay gap data above.

Pay quartiles

<table>
<thead>
<tr>
<th>Pay Quartile</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>1: Lower</td>
<td>73%</td>
<td>27%</td>
</tr>
<tr>
<td>2: Lower middle</td>
<td>82%</td>
<td>18%</td>
</tr>
<tr>
<td>3: Upper middle</td>
<td>72%</td>
<td>28%</td>
</tr>
<tr>
<td>4: Upper</td>
<td>72%</td>
<td>28%</td>
</tr>
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</table>
What HP is doing to advance equal pay

We’re proud that many women at HP UK hold positions of leadership and impact. That’s uncommon in the technology industry, and reflects HP’s commitment to recognising and rewarding talent.

Mean gender pay gap

<table>
<thead>
<tr>
<th></th>
<th>UK overall*</th>
<th>Technology industry in UK*</th>
<th>HP UK</th>
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<tbody>
<tr>
<td>UK overall*</td>
<td>+18%</td>
<td>+25%</td>
<td>-4.10%</td>
</tr>
<tr>
<td>Technology industry in UK*</td>
<td></td>
<td></td>
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<td>HP UK</td>
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*Note: A negative number indicates that women on average earn more than men.

Our goal is to create a balanced and diverse workforce that fully represents our customers and stakeholders. It’s vital to fueling innovation and driving business results.

We need to attract, develop, and retain more talented women and underrepresented populations in our workforce at all levels. This applies to HP UK as well as the entire technology industry. Shifting mindsets and changing behaviours will take time. It will require investing in partnerships and programs that take the long view while removing as many barriers as quickly as we can.

At HP UK, we have made three commitments to increase the number of women in our workforce and our industry.

1. We’re aiming for at least 50% of the interns we hire each year to be women.

2. We are a founding member of the Tech Talent Charter, and are working with partners to increase the number of women successfully pursuing a career in technology. The organisation is founded on the belief that technical talent is critical to the future of the UK economy, and that attracting and retaining people who fully represent society will give the UK a competitive edge.

3. We are introducing a "Returners Programme" to encourage professional women to re-enter the workforce after a time away. We are evaluating ways to offer practical but flexible job opportunities, such as providing fixed term cover for HP UK employees who are out on maternity leave.

Visit our Global Diversity and Inclusion website for more information about what HP is doing to increase the representation of women and other populations in our workforce and industry.

For further information about the gender pay gap, please visit Acas (Advisory, Conciliation and Arbitration Service).