

OUR GENDER PAY STATEMENT 2020/21 - UK

At Blue Prism, we believe in advancing diversity and inclusion in the workforce, not only to foster innovation and business success, but also to reflect our diverse clients and communities.

We are on a continued journey to creating a fulfilling and great place to work, aligned with our principles of diversity and inclusion, fairness, equality and transparency.

We welcome regulations introduced by the UK Government for companies with more than 250 UK employees to publish their gender pay gap each year. Blue Prism meets this threshold for the first time (2020/21), following the decision by the Government Equality Office (GEO) and the Equality and Human Rights Commission (EHRC) to suspend enforcement of the gender pay gap for the previous reporting year (2019/20).

The transparency of the gender pay gap not only increases collective understanding of the social and other complex factors that contribute to the gender pay gap, but also the likelihood that positive actions and changes will take place in our sector and in our society.

What is the difference between the gender pay gap and equal pay?

The gender pay gap measures the difference between the pay rates of all men and women across the company, irrespective of their role and seniority. It should not be confused with equal pay where men and women performing similar roles, or work of equal value, must be paid equally, as set out in The Equality Act 2010.

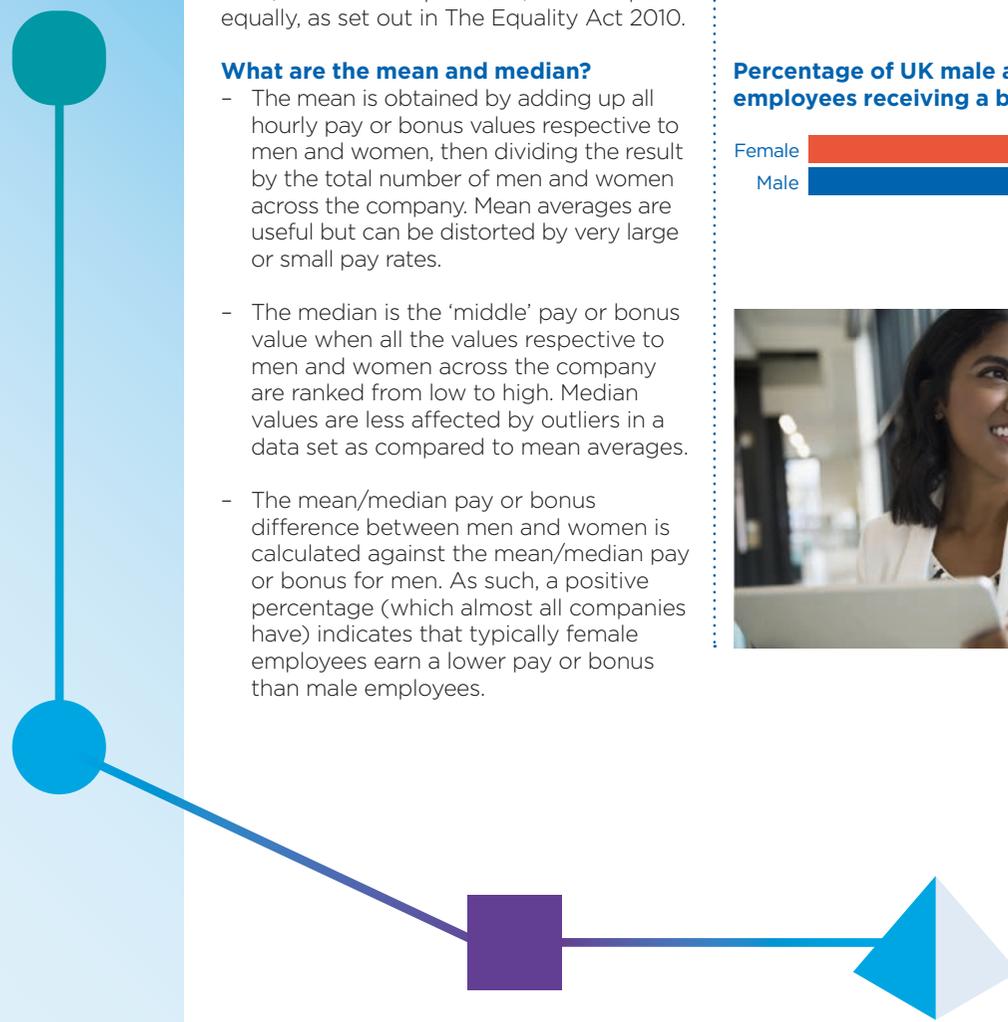
What are the mean and median?

- The mean is obtained by adding up all hourly pay or bonus values respective to men and women, then dividing the result by the total number of men and women across the company. Mean averages are useful but can be distorted by very large or small pay rates.
- The median is the 'middle' pay or bonus value when all the values respective to men and women across the company are ranked from low to high. Median values are less affected by outliers in a data set as compared to mean averages.
- The mean/median pay or bonus difference between men and women is calculated against the mean/median pay or bonus for men. As such, a positive percentage (which almost all companies have) indicates that typically female employees earn a lower pay or bonus than male employees.

Our gender pay gap

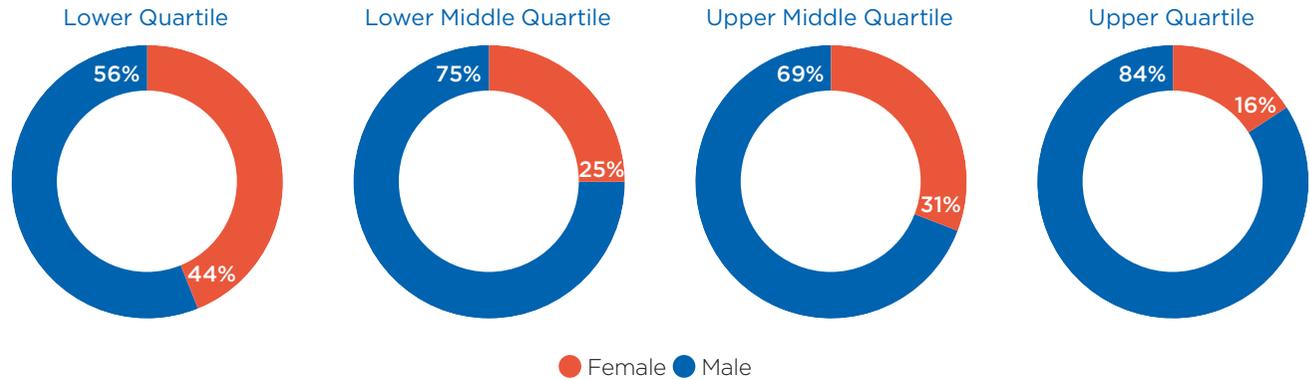
	Mean	Median
Hourly pay difference	24%	25%
Bonus pay difference	45%	70%

Percentage of UK male and female employees receiving a bonus

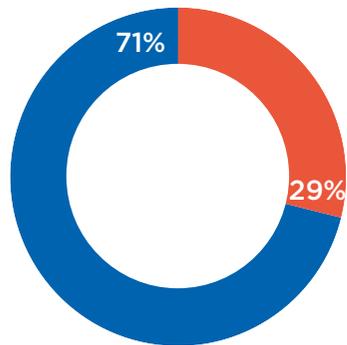


Quartile pay bands

The charts to the right show the proportion of male and female employees in each pay quartile. The quartile distribution ranks all employees in hourly pay order from low to high, irrespective of gender. The ranking is then divided into four sections (called quartiles), with an equal number of employees in each section. Each quartile is predominantly male, with female employees particularly underrepresented in the upper quartile, especially when compared to the overall proportion of UK female employees.



Overall percentage of UK male and female employees as of 5 April 2020



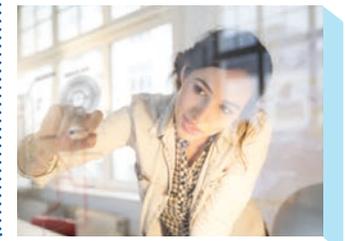
Blue Prism Ltd

Explaining our gender pay gap

The gender pay gap shows the difference in pay between men and women across the business, irrespective of job similarities and seniority. It is not necessarily symptomatic of unequal pay, as a number of complex factors play a role. The distribution of male and female employees across the business and the type of roles they fill are both key contributors to the gender pay gap. Sectors where women are underrepresented typically produce a higher pay gap, which can be significant. Our mean gender pay gap is 24% while our median gender pay gap is 25%. This is comparable to 23% and 21%, respectively, as measured against a selected peer group of 20 IT companies¹ with published gender pay statistics. Like other employers in our sector, our workforce is predominantly male (71%). This is because there are fewer women working in occupations involving science, technology, engineering and mathematics (STEM), as well as sales. We have a greater proportion of men in higher paid roles, such as engineering, management and sales. Our distribution of men and women across our pay quartiles explains our higher pay gap; this distribution is slightly higher for men in the upper pay quartiles when compared to our selected IT peer group.

Our mean gender bonus gap is 45% and our median gender bonus gap is 70%. By way of comparison, these figures are 52% and 33% in our selected IT peer group. We recognise that our median gender bonus gap is significant. There are a greater number of men than women in roles that carry a high proportion of performance related variable pay, such as sales and management, and these roles account for the majority across the business. When compared to the median bonus received by women, the 'middle' bonus for men is: i) on a wider scale; and ii) much higher due to the proportion of compensation paid as a variable incentive for sales and management roles.

1. Search and compare gender pay gap data, reporting year 2019-20. <http://gender-pay-gap.service.gov.uk/viewing/download> Selected peer group includes: 1) CGI IT UK Ltd, 2) First Derivatives plc, 3) GB group plc, 4) Gocardless Ltd, 5) Google UK Ltd, 6) IBM UK Ltd, 7) Imagination Technologies Ltd, 8) Micro Focus Ltd, 9) Micro Focus Software UK Ltd, 10) Microsoft Ltd, 11) MRI Software Ltd, 12) NCC Operations Ltd, 13) QVC UK, 14) Sage (UK) Ltd, 15) SAS Software Ltd, 16) Siemens Industry Software Ltd, 17) Softcat plc, 18) Sogeti UK Ltd, 19) Temenos UK Ltd, and 20) Ubisoft Reflections Ltd.



Actions to address the gap

We are committed to advancing diversity and inclusion in the workplace and evolving our programmes and practices to align with our guiding principles of fairness, equality and transparency. We know that there is more we can do over time to build an inclusive and intentionally gender balanced workforce.



Women in Robotic Process Automation (WIRPA)

Whilst Blue Prism operates in a progressive technology and IT world, women make up a small fraction of the industry. There is no shortage of capable women, but female candidates rarely apply for roles in our industry. Blue Prism was the founding partner of Women in RPA (WIRPA), launched in April 2019, an initiative that aims to drive and increase the footprint of women in our industry, promote and celebrate the contributions of those who are succeeding in RPA and the wider technology industry, and ensure the benefits of having a diverse and inclusive workforce are realised.

In FY21, WIRPA will seek to strengthen their positioning and visibility by appointing both a male and female senior leader sponsor, with a goal of gaining more male and female allies.



Talent attraction

- Setting internal diversity and inclusion objectives at the leadership level for the first time in FY21.
- Showcasing the Women in RPA LinkedIn page, which currently has over 3,000 followers.
- Evolving our approach to recruitment with support from male leaders, and challenging our talent attraction team to present more diverse candidates. In the summer of 2020, over 50% of the new hires on our Product Development team were women.
- Paving the way to increase the number of female candidates and promotions into management and senior roles.
- Rolling out unconscious bias training to the talent attraction team by March 2021.
- Launching the Blue Prism Hot Spot newsletter, a bi-weekly newsletter advertising our vacancies and referral programmes (all our vacancies are advertised internally for five days before going external).
- Introducing panel interviews to ensure a more inclusive approach to hiring feedback and decisions.

Talent development

- Rolling out unconscious bias training to managers of US employees in January 2021, and managers of UK employees in March 2021 to help them understand how their reflections and actions may inadvertently impact their team development.
- Celebrating International Women's Day and sponsoring events, such as "A Conversation With..." "#IamRemarkable," and the "Empower Hour Series," to provide valuable sources of professional and personal development, as well as empowerment and access to role models.

Talent retention

- Becoming a Great Place to Work employer, which will require us to gather gender-based data on factors that affect employee engagement and satisfaction. Blue Prism is committed to being transparent and empowering leaders to be accountable. Our certified status enables us an opportunity to publicly promote our efforts in inclusion, diversity, and belonging in order to attract a wider talent pool.
- Analysing and presenting at the leadership level annual pay review processes through a gender lens pay before final decisions are made.
- Establishing a global commitment to Inclusion, Diversity and Belonging (IDB) for the first time in FY20, by bringing together the grass roots groups and individuals who were passionate about change and providing them with increased levels of executive and organisational visibility, advocacy, sponsorship and funding. This included launching a formal approach to our Employee Resource Groups (ERGs). All employees have access to our IDB statement via our intranet portal, which states:
 - At Blue Prism, you are valued, appreciated and free to be who you are. Our diversity and freedom of thought and expression makes us more innovative and successful.
 - Any form of discrimination, regardless of gender identity or expression, sexual orientation, religion, ethnicity, age, neurodiversity, disability, or citizenship is simply not tolerated.
 - We recognize that the best places to work take action to ensure all of us are accepted and celebrated for who we are.
 - We appreciate what makes each of us unique. All backgrounds are welcome, supported, and will be treated equally.
- Setting up Spotlight Series and HR panels to celebrate and highlight what WIRPA and IDB mean to Blue Prism; to discuss the initiatives in place to support a more diverse and inclusive workforce; and to seek feedback from employees and planning actions as a result.



Our declaration

We confirm that the information contained in this report is accurate and meets the specifications of the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ijoma Maluza
Chief Financial Officer

James Mitchell
Global SVP, People

Notes on methodology

- Pay data is based on hourly rates for employees receiving full pay as of the snapshot date of 5 April 2020.
- Bonus data includes anyone who was eligible for a bonus during the twelve months leading up to the snapshot date.
- As required by law, our gender pay gap was calculated for our legal employing entity with 250 or more UK employees as of the snapshot date of 5 April 2020, i.e., Blue Prism Ltd.
- Blue Prism Cloud Ltd, formerly Thoughtonomy Ltd, employees (less than 250) will be included in our 2021/22 gender pay statement; their transfer to the Blue Prism Ltd employing entity took place on 1 November 2020.

