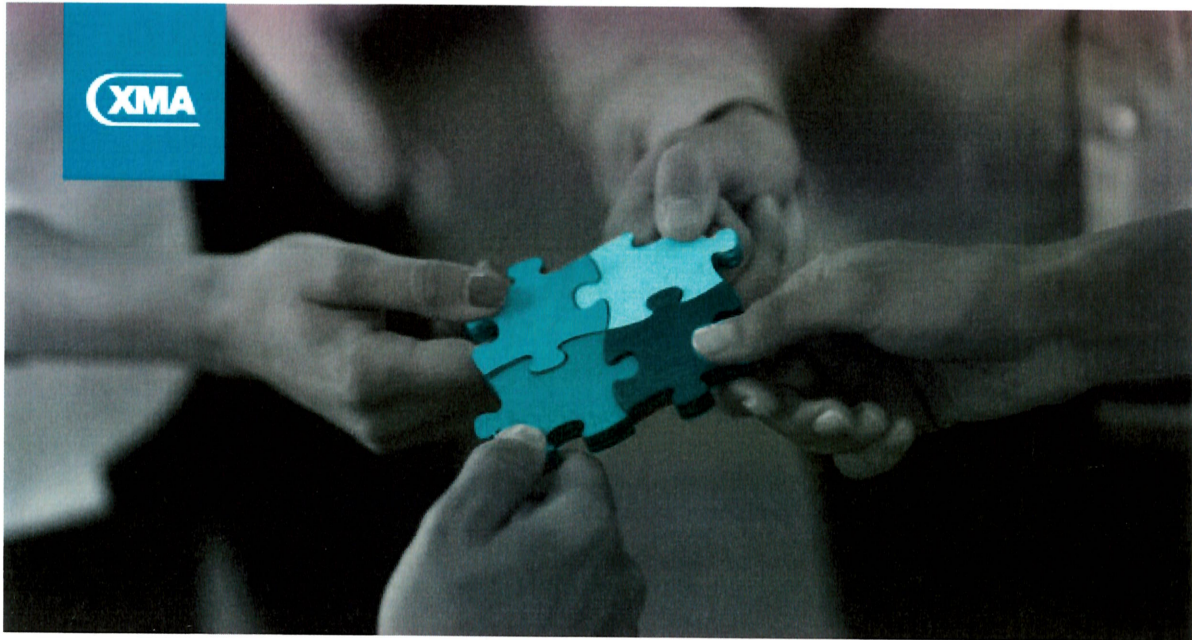


XMA Limited 2018 Gender Pay Report



XMA Limited is a diverse organisation where employees are encouraged to fulfil their ambitions and goals. Please find our Gender Pay Gap Report published below.

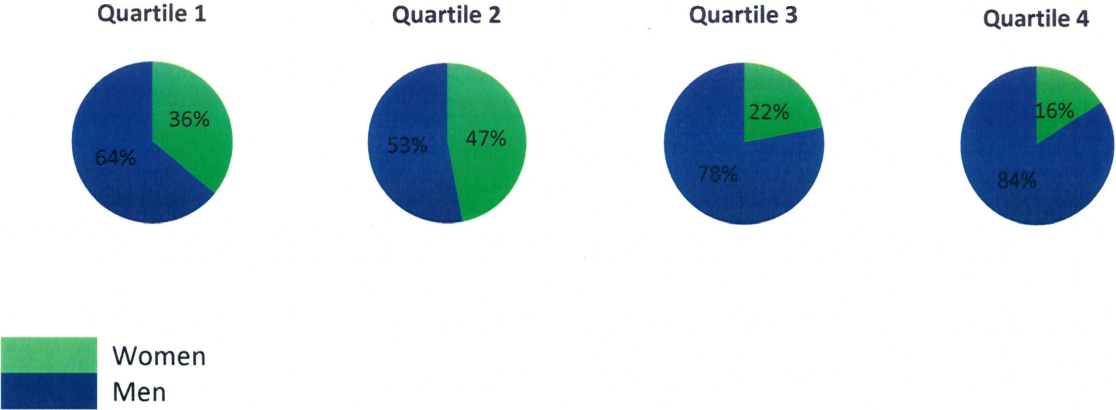
Pay and bonus information

On the 5th April 2018, XMA Limited employed 330 relevant male employees and 143 relevant female employees.

	Mean	Median
Hourly pay	33%	31%

Our mean overall hourly GPG is 33% and the median hourly GPG is 31%.

Pay Quartiles



Bonus Pay Gap

Our bonus population represents 52% of our overall employee population.

	Mean	Median
Bonus pay	51%	47%

The percentage of females who were paid bonus is 15% higher than the number of men; however, it is noted that the mean bonus difference is 51% and the median pay difference is 47%.

	Men	Women
Those paid bonus within the 12 month reference period	48%	63%

Gender Pay Gap Strategies

As part of XMA's goal to reduce the gender pay gap, the company is adopting a broad range of key strategies that seek to encourage more females into the IT industry and attract them to apply for and gain more senior roles.

Recruitment & Selection

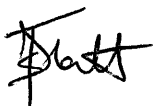
We are looking to have a dedicated talent acquisition specialist as part of the 'Good Recruitment Campaign'.

Woman's Sat Nav to Success programme

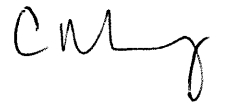
We have run a 'Woman's Sat Nav to Success Programme', introducing success strategies identified through research, providing a tool for Women to understand their career potential and accelerate their progression. It also provides an opportunity to discuss and open up conversations about the critical economic values gender diversity delivers.

Here at XMA we are working to understand the factors that are affecting women's progression within the industry and clarifying the opportunities that are available to create real change.

We confirm the data reported is accurate.



Taj Dhatt
XMA Limited Finance Director



Clare Murray
XMA Limited HR Manager