



UK Gender Pay Gap Report

April 2022

"At Avanade, we are dedicated to creating an environment where our employees can thrive and reach their full potential, knowing that they are being paid fairly. We are proud to announce that in the last year we have achieved gender pay equality globally, ensuring that our employees with comparable experience, roles, tenure and location earn the same, regardless of their gender. By striving to ensure that everyone feels valued and respected for their contributions, we continue to attract top talent and promote employee satisfaction and engagement, which in turn helps us build a strong and sustainable business."

Andy Gillett, UKI General Manager

Avanade published its first gender pay gap report in 2018, in line with the UK government's reporting legislation. Avanade's gender pay gap report sets out our commitment to Inclusion & Diversity (I&D), to addressing our gender pay gap, and to the work being put in to achieve pay equity goals.

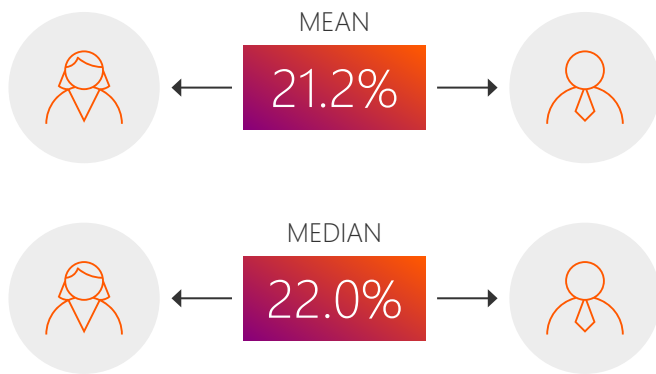
Our focused I&D strategy, along with acquisition activity and continued natural growth of the business, have resulted in significant changes in Avanade's population demographics. By making conscious changes to our hiring practices internally and putting diversity first, including using gender neutral job postings, mandatory inclusion and unconscious bias training for all hiring managers, and candidate and interview slating guidelines, our female representation has consistently grown year on year.

As we concentrate on building a gender-balanced organisation across all levels, we acknowledge the industry-wide challenge for senior female representation, and therefore have a greater focus on attracting female talent into entry- to mid-level roles. With this, we are building a sustainable approach as a true catalyst for change and invest heavily in our early talent hiring, as well as nurtured progression across the organisation into more senior roles.

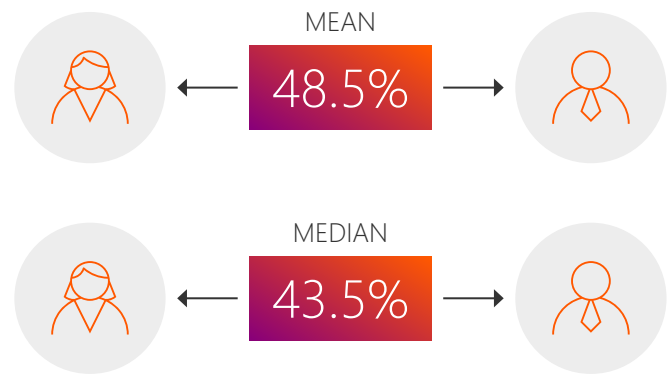
Furthermore, we are cognizant of the role we play in creating new talent pools and capabilities within the market as leaders in technology. We are focused externally through partnerships with schools and universities to ensure that future generations consider a career in technology. We invest heavily in our early talent programmes including internships, apprenticeships and graduate programmes through intense skill-building training focused on both technical and non-technical skills to set them up for a successful career in technology. In addition, our Returnship Programme offers the opportunity for women to return to the workforce after an extended period of leave, directly addressing the low percentage of women returning to work and empowering them to succeed in their new roles. Furthermore, our STEM Scholarship programme has been awarding scholarships to female STEM scholars for the past eight years.

Our results

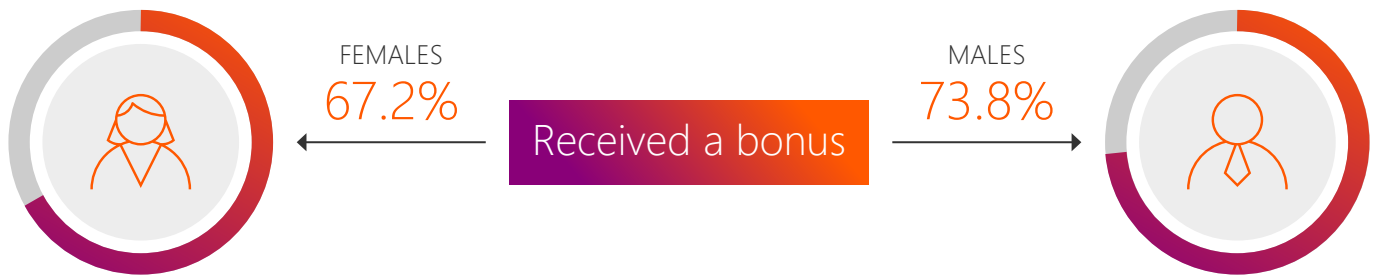
Gender pay gap



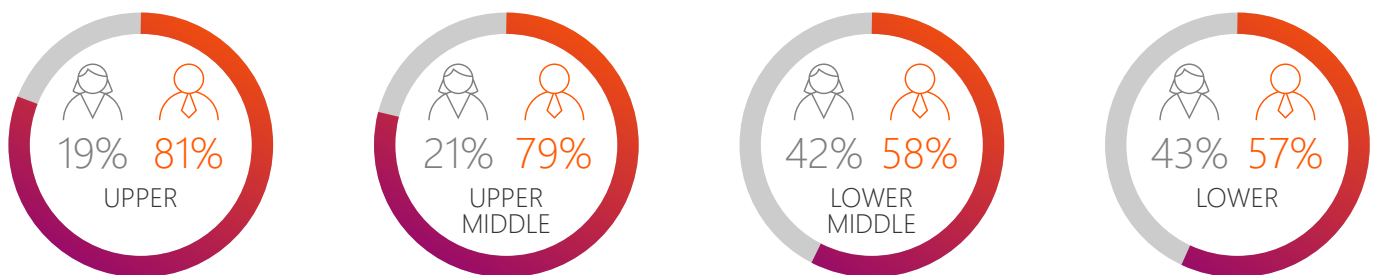
Gender bonus gap



Percentage of employees receiving a bonus



Employees on pay quartiles



Equal pay

The government's gender pay gap analysis measures the difference between average male pay and average female pay as a proportion of the average male pay within an organisation. This, therefore, reflects the distribution and relative proportion of men and women across all roles within an organisation. It is unable to take into consideration factors including job level and title. At Avanade, we have always been committed to equitable compensation practices and equal pay for equal work, regardless of gender.

The Way Forward

What are we doing to close our gender pay gap?



Early talent

Focus on Early Talent with 50% entry level hires to be female (intern, apprentice, graduate)

Supporting female students in STEM with existing University partnerships



Progression

Leadership programmes for women from junior to senior levels

Talent reviews focused on building the next generation of leaders

Sponsorship Programme for mid-level high potential females

Focused lens on processes including promotion, succession planning and pay review

Formal and informal mentoring at all levels



Senior talent

Pan-European dedicated Diversity Recruitment and Sourcing specialists to accelerate progress

Women Returnship Programme

Signatories of the Tech Talent Charter to influence change at industry level

Female Ambassador Network



Thriving at Avanade

Enhanced maternity and adoption leave pay

Menopause policy

Increased flexibility in our approach to the future of work

Women's Employee Network & Working Parents Group

A strong employee-led forum focused on gender parity and relevant initiatives

Avanade continues to focus on pay equity alongside our commitment to increasing female representation across all levels of the organisation. Our efforts are with those key factors that will have a long-term influence on our figures, expanding our pipeline of talent, empowering, and retaining our people through an inclusive culture, and supporting our clients. While we know our sustainable, strategic approach regresses the gender pay gap, we continue this journey and stay confident that actions we invest into now will help us achieve a reduced gender pay gap and a more gender-balanced organisation in the future.

Nathalie Cousseau, UKI HR Director:

"At Avanade, we recognise the obstacles that the technology industry faces when it comes to female representation, particularly at the higher levels. We are committed to addressing the gender pay gap and driving progress towards a more inclusive workplace. Transparency is a crucial element of our approach, as we believe that sharing our journey and progress will help foster a culture of inclusivity and support within our organisation."

I, Nathalie Cousseau, Senior Director, UKI HR, confirm that the information in this statement is accurate.

Signed,

A handwritten signature in black ink, reading 'Nathalie Cousseau'.

Voices from Women in Avanade



Adelina Serediuc

Senior Analyst, Modern Workplace Engineering

Joined March 2021

"Since I joined Avanade in the spring of 2021, I have been amazed by the strong sense of community and support that exists here. It's clear that a lot of work has been done to create an environment that not only values professional development but also fosters meaningful relationships among colleagues.

As a woman in the workplace, it is incredibly reassuring to know that I work for a company that genuinely cares about my well-being and development. This has been proven repeatedly in different situations, regardless of them being work-related or personal. The support I have received here has been invaluable, and it has given me the confidence to navigate even the most challenging of situations.

Avanade is creating a work environment that feels like a family for me. I am grateful to be part of this company and am so excited about the future we will build together."



Shruti Tamrakar

Manager, CRM

Joined April 2020

"I joined Avanade just when Covid hit. I had been working in Dynamics and knew that Avanade is a leader in that space, but it was the recruitment experience that won me over - Avanade was one of the few companies that didn't freeze their offer letter or change their salary commitments during that time. Ever since then, I have always felt included and treated fairly. I initially worked in Covid response projects, and I take great satisfaction and pride in seeing our solutions positively impacting the wider communities and world.

I joined the UKI Women Employee Network as a member at first and then as a communications lead, helping to grow it into a 200+ strong network that it is today. Then in 2021, I was part of the UKI Horizon High Potential Female Programme. I was given a mentor who encouraged me to apply for promotion that same year. I am happy to say that I am now a co-lead for the Women Employee Network and a mentor myself and help guide other women to build their network and skills and forge a career path for themselves.

My work in the Women Employee Network is in a way an acknowledgement of the opportunities that I have received at Avanade and a way to pay it forward."

About Avanade

Avanade is the leading provider of innovative digital and cloud services, business solutions and design-led experiences on the Microsoft ecosystem. With 43,000 professionals in 25 countries, we are the power behind the Accenture Microsoft Business Group, helping companies to engage customers, empower employees, optimize operations and transform products, leveraging the Microsoft platform. Majority owned by Accenture, Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

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