
MICRO FOCUS LIMITED

UK Gender Pay Gap Report 2020





Introduction

UK legislation requires all employers with 250 or more employees in the UK to publish annually their gender pay gap data as of 5 April.

Micro Focus Limited is one of two Micro Focus employing entities with more than 250 employees, employing approximately 400 people in the UK,

representing about 3% of the Micro Focus global employee population. This report is published in accordance with the UK legislation.



UK Gender Pay Gap Information

Micro Focus is committed to equal pay and has policies and practices in place to pay men and women equally for the same or similar work. The UK gender pay gap is different from equal pay.

The gender pay gap looks at the overall difference between the average pay received by men and the average pay received by women in a workplace. It therefore reflects the total number of men and women at all levels of seniority and doing different roles. The gender pay gap does not measure or compare pay for like-for-like roles and a gender pay gap can exist despite men and women being paid equally for the same or similar roles.

As you can see from the pay quartiles data, each pay quartile has a higher proportion of men than women. The proportion of men to women is higher in the top two quartiles versus the lower two quartiles. This is the main reason for the gender pay gap at Micro Focus Limited. Many factors contribute to this including a predominance of men working in technology and sales roles continuing to attract more men than women. Commission payments to senior sales employees (the majority of whom are men) is a significant factor contributing to the pay gap and bonus pay gap.

We have made some progress since last year towards closing the pay gap in the upper pay quartile. This has contributed to a reduction in the mean pay gap for 2020 relative to 2019. We acknowledge that there is a lot more work to be done and we intend to continue to be ever-more focused on our development and promotion of women across all aspects of our business in the UK and globally. Our leadership team is driving this change to ensure that there is a focused and cohesive approach to make significant improvements in diversity within our business. These include initiatives around hiring, training, and ongoing development.

Our overall commitment as a company is to play our role in enabling greater diversity in the technology industry, starting with a focus on the classroom right through to the boardroom.

Micro Focus Limited

Mean Pay Gap	25.8%
Median Pay Gap	27.8%
Mean Bonus Gap	71.9%
Median Bonus Gap	14.0%

Susan Ferguson
Chief Human Resources Officer

I confirm that the information and data provided in this report are accurate and as required by UK legislation.

Percent Receiving Bonus Pay

	Men	Women
	85.3%	79.3%

Pay Quartiles

	Men	Women
Overall	62.7%	37.3%
Top Quartile	74.3%	25.7%
Upper Middle	69.5%	30.5%
Lower Middle	52.4%	47.6%
Lower Quartile	54.7%	45.3%

Notes

- The pay quartiles show the distribution of men and women across Micro Focus Limited. Each pay quartile contains a quarter of the total Micro Focus Limited employees, who were ranked from highest pay (upper quartile) to lowest pay (lower quartile).
- The pay gap is based on the hourly rate of pay for each employee, calculated using their ordinary pay and any bonus pay received in April 2020. Ordinary pay includes regular pay (e.g. base salary and allowances). Bonus pay includes all types of incentive pay (e.g. annual bonus, commission, share based award payouts and option exercises).
- The proportions of men/women receiving bonus pay and the bonus pay gap statistics are based on bonus pay received in the 12 months to 5 April 2020.
- The mean is found by adding up the values and dividing by the number of values.
- The median is found by listing the values in order and finding the middle number in the list (or, if there are equal numbers, the mean of the two middle numbers).

Inclusion & Diversity

At the heart of Micro Focus culture and business

Micro Focus delivers mission critical enterprise software that powers the digital economy. We believe deeply in the power of an inclusive and diverse workforce that truly reflects the makeup of our society, the communities we live and operate in, and the customers and partners with whom we do business. We continue to drive inclusion and diversity (I&D) globally at Micro Focus, with a strong focus on increasing the representation of women in senior roles. Our business is underpinned by our

commitment to treating employees with respect and being a great place to work. Our goal is to continue to make Micro Focus an inclusive and diverse workplace. At Micro Focus, we value the diversity of our people in every regard – in the different ways we think, solve problems, and how we each approach a new challenge. A strong Micro Focus depends on valuing the unique perspective and voice of every single employee.

We work collectively for parity

At Micro Focus, we recognise that the lack of diversity in the technology sector is not just a technology industry issue; it is a societal issue. As the benefits of artificial intelligence and automation become widely recognised, and these technologies become more deeply embedded into our lives, collectively we must ensure that those designing and building solutions are representative of society.

No single action or organisation alone can address the lack of diversity in our industry. The key is to engage in multi-faceted, multi-stakeholder partnerships that help address the challenges that may impede progression from the classroom to the boardroom. It is only when we work together

to overcome bias, provide more role models, and create inclusive workplaces that we will see improvements in gender parity at all levels.

Through our corporate social responsibility programme, [Micro Focus INSPIRE](#), we actively engage our employees in volunteering projects to help equip communities with the right skills to be successful in their digital lives. Our programmes range from helping inspire young minds about the exciting and impactful career opportunities ahead, through to helping ensure that nobody is left behind, with a specific focus on digitally excluded and underrepresented groups such as women.



Micro Focus INSPIRE

Our Five Pillars to behaving responsibly and contributing to community economic development

Micro Focus INSPIRE is supported at Board level and with executive leadership from Chief Human Resources Officer, Susan Ferguson. Through this

programme, we are dedicated to improving inclusion and diversity within Micro Focus and supporting initiatives that promote inclusion more broadly across the IT sector.



Employees

Our commitment to treating employees with respect and being a great place to work



Marketplace

Customers, partners, & suppliers

Our commitment to being a great company to do business with



Ethics & Values

Our commitment to doing business the right way with trust and integrity



Environment & Sustainability

Our commitment to reducing our environmental impact



Community & Social Impact

Our commitment to helping equip communities with the skills to thrive in the digital future



Industry Partner Support

We collaborate with several external organisations that provide girls and young women in education with insight and encouragement into industry

career options; and we support our female employees with additional professional development and networking opportunities.



Girls
in
Tech

Girls in Tech

Micro Focus is proud to be a partner and sponsor of Girls in Tech, a non-profit organization working to erase the gender gap in tech. Girls in Tech offers education and experiences to help people discover their true talents. In 2020, Micro Focus sponsored the first virtual Girls in Tech Conference and over 60 women from Micro Focus attended, including SHINE and dataGALS Employee Resource Groups (ERGs), to learn, network, and celebrate the accomplishments and aspirations of women in tech everywhere.

Micro Focus also hosted a virtual expo hall "booth" to highlight resources about the company, our solutions and job opportunities. Speakers shared insights on tech in media, confidence building, Python, speaking up, showcasing talent, and moving the tech industry forward, among others. All Micro Focus employees have access to in-person and virtual events and workshops designed to help women grow professionally, personally, and build meaningful networks.



The
Tech She Can®
Charter

Tech She Can

Micro Focus was an early signatory to the Tech She Can Charter which launched in 2018 following PwC's "Women in Tech: Time to close the gender gap" research. It now consists of over 500 businesses of all sizes from various industries. The Tech She Can Charter is a commitment by organisations to work together to increase the number of women working in technology roles in the UK. It aims to tackle the root cause of the problem at a societal level by inspiring and educating young girls and women to get into tech careers and sharing best practices across the organisations involved.

Micro Focus has pledged to work on streams of activity together. These streams include:

- Supporting policy: Leading the diversity debate alongside educators and policymakers.
- Enrich education: Produce career-inspiring educational content for teachers, career advisers, parents, and pupils.
- Image overhaul: Profile inspiring and relatable role models to encourage children and young adults, especially girls, by showing the breadth of career opportunities in technology.





Education Business Partnership

Through our alliance with the Education Business Partnership (EBP), our women employees are encouraged to be involved in initiatives that engage secondary school students, especially girls, in conversations about careers in technology. As role models, they regularly take part in events to share their career stories with students and discuss what it's like to work in technology and, as women, the challenges they have faced and overcome.

Micro Focus supported the EBP's Preparing to Work project, where hundreds of students joined a virtual call with our women volunteers to talk about careers in technology. In addition, as part of the project, Gemma Cuff, Head of EMEA Talent Acquisition & Global Recruiting Programs at Micro Focus, reviewed CVs by GCSE students and provided full guidance and advice – which included avoiding stereotyping and unconscious bias.



Dress For Success

In the UK, economic inequality remains high, with women far more likely to be employed in low-paid and part-time work, more likely to head a single parent household, and more likely to live in poverty. To help address this, Micro Focus recently established a partnership with Dress For Success Greater London, a not-for-profit organisation. Dress For Success Greater London aims to promote the economic independence of disadvantaged women by providing professional clothes, a network of support and career development tools to help them thrive in work and in life.

Through our partnership with Dress For Success Greater London, our employees will have the opportunity to play an active part in providing interview training and be part of a support network, including mentoring, to help unemployed women improve their emotional and financial wellbeing.



Hi-Tech Horizons

We also collaborate with Education Business Partnership (EBP), a not-for-profit company that inspires our future workforce and has been bringing businesses and young people together for over 25 years. In 2020, Micro Focus pledged its commitment to help reach 50,000 students over the next five years by joining EBP's Hi-Tech Horizons programme. We'll help bring high-tech businesses into schools in the Thames Valley at critical times to showcase careers that students might not have considered or even know exist. The programme aims to positively influence the area's future workforce and address the skills shortages we require as both a country and a company.

Due to COVID-19, the programme was redesigned and virtual workshops have been well received by students and teachers. During the "Staying Safe Online" virtual workshops, employee volunteers speak to students about how companies stay safe online and how Micro Focus helps customers keep their businesses secure in today's digital world. Then, in a live video panel discussion, several employee volunteers talk about their careers and give students insights into what it is like to work for a tech company. The move to virtual has enabled Micro Focus to connect with more than 1,000 students within a few months.



Ethical Angel

Working with Ethical Angel, a UK-based organisation that hosts a virtual volunteering platform, Micro Focus employees have the opportunity to volunteer remotely and support a variety of charities. With volunteering initiatives aligned to the United National Sustainability Development Goals, several employees take part in projects designed to support gender equality. These included developing a digital fundraising strategy for charities that help empower women, and providing digital guidance for charities that are working to prevent societal exclusion, with gender being one area of focus.

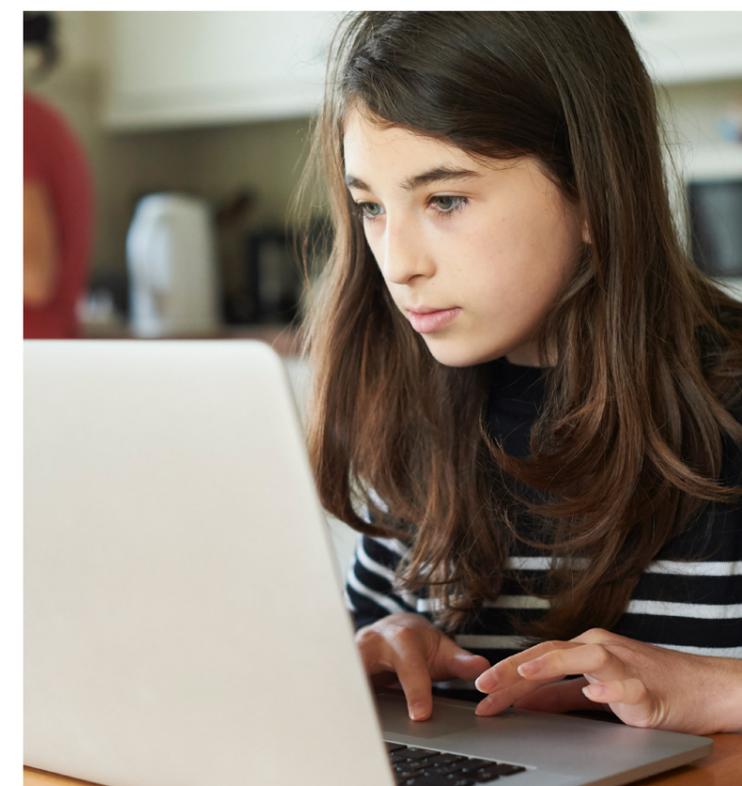


"Thank you so much for yesterday's excellent Hi-Tech Horizons workshop. It is wonderful that in the time of lockdown we are still able to offer our Personal, Social, Health and Economic (PSHE) education and careers activities with external experts, even though they may be in an adapted format. The staff involved tell me the session was interactive, the content excellent, and the girls were all engaged. Thank you so much for providing this for our students."

Feedback from Reading Girls' School who took part in a virtual workshop delivered by Micro Focus employee volunteers

"We are hugely impressed at the adaptability Micro Focus has shown, in rapid time, to work with us and the schools to convert the Hi-Tech Horizons and their INSPIRE content to a virtual delivery model. We've seen a number of these sessions run successfully within local schools, receiving much positive feedback."

Michelle Smith, Chief Executive Officer, Education Business Partnership, Thames Valley



Employee Resource Groups

**Open to anyone and everyone.
You belong, you are welcome.**

At Micro Focus, our global employee community is one of our greatest resources. We have ten [Employee Resource Groups \(ERGs\)](#) that are executive-sponsored and employee-led, and are open to anyone and everyone. ERGs build a culture of belonging and ally-ship, promoting our brand and helping to attract diverse talent.

They serve as an inclusion and diversity catalyst, ensuring their initiatives align to strategic business goals whilst collectively building awareness, empathy, and positive change. ERGs also enhance career development and provide opportunities for professional and leadership development, networking, mentoring, community, and educational outreach.

To strengthen our ERGs, Micro Focus has become a member of Gender Networks. This organisation brings together gender employee network leaders, chairs, co-chairs, and I&D leads from a broad range of industries and sectors to share, educate, support, and provide a forum and opportunities for women.





SHINE

We seek to inspire women and men to reach their full potential and enrich our work environment by building awareness and thought leadership.

The UK chapter of SHINE

comprises over 100 women and men from a cross-section of the Micro Focus UK workforce. Lunch and learn sessions are focused on further supporting and developing female employees. Key sessions this year have included a Work Life Harmony Workshop with a life coach sharing insights

and best practices on how to achieve a better work life balance. We also held a Virtual Breast Cancer Awareness Workshop in partnership with Future Dreams, a UK breast cancer charity dedicated to raising funds for support, awareness and research for those touched by breast cancer.



dataGALS

We are dedicated to supporting women in any role in tech by promoting technical expertise, cross-company networking, and career tools for women.



EnABLE

We connect and support Black employees and allies by building awareness, observing celebrations, sharing innovative ideas, and accomplishing goals.



truABILITY

We help Micro Focus enhance accessibility and support experiences for our employees and customers by raising awareness and advocating for anyone with a disability.



FAMILIA

We connect Micro Focus within and outside of the Latinx communities across the world. We are passionate about promoting events and our lifestyle.



PRIDE

We connect LGBTQ+ members and allies to provide unconditional support, raise awareness, and ensure equality, in a safe, respectful environment.



genNOW

We recognize early-career employees who seek empowerment and growth as they start their journey at Micro Focus.



inspirASIAN

We are dedicated to promoting awareness of Asian cultures and enhancing development through networking opportunities and events.



SALUTE

We are dedicated to employees who have served in any Armed Forces around the world, as well as allies to service members.



PLANET

We care passionately about the environment and reducing the impact of humanity on the planet. This includes our own footprint both personally and professionally.



"SHINE seeks to unite, inspire, and empower women to reach their full potential, both personally and professionally, by creating a strong network that fully supports career development, engagement and advancement"

Workplace

Learning and Development

At Micro Focus, we strive to cultivate a skilled diverse workforce through development initiatives that support meaningful careers. We continue to invest in industry partners to provide 24x7 resources, development, and networking opportunities, as well as access to live instructor-led virtual training offered across all time zones for all employees. We continue to deliver career development initiatives for all women. We have a special focus on women in leadership, sales and technical roles, and our top talent.

Unconscious Bias Training and Awareness

A strong Micro Focus depends on valuing the unique identity, perspective, and voice of every single employee. We foster a culture where we can all be our best and bring our real selves to work.

We ask all employees and people leaders to complete Unconscious Bias training. Additionally, we provide an Unconscious Bias Resource Hub on our company intranet that provides more resources, training, and suggested actions throughout the year.

Employee Survey

We conduct regular and ad hoc employee surveys throughout the year to gather input on a variety of questions, including inclusion and diversity topics. Our leadership team uses this valuable feedback to prioritise key action areas to make us a great place to work for all employees.

Boardroom

33.3% of directors on the board of Micro Focus International plc (the Company's ultimate parent company) are female—as is our Company Secretary.



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