

Keysight Technologies UK Gender Pay Gap Report 2019

The figures relate to the reporting period April 6th, 2018 to April 5th, 2019

Any UK employer with 250 or more employees must calculate and publish the following data:

- The mean gender pay gap
- The mean bonus gender pay gap
- The proportion of men in the organisation receiving a bonus payment
- The proportion of women the organisation receiving a bonus payment
- The proportion of men and women in each quartile pay band
- The median gender pay gap
- The median bonus gender pay gap

The **mean** gender pay gap is the difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. The **median** gender pay gap is the difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees. This is irrespective of role or seniority. Whilst there is a gender imbalance in Keysight UK pay is not influenced by gender, Keysight supports fair treatment and reward of all staff irrespective of gender.

WORKFORCE GENDER SPLIT

Male	Female
83%	17%

PART-TIME EMPLOYEES GENDER SPLIT

	Male	Female
% of part-time employees from total workforce	3%	12%
% gender split of part-time employees	52%	48%

GENDER PAY AND BONUS GAP

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	21%	31%
Gender Bonus Gap	60%	41%

Figures reflect actual pay received and not target pay

PAY QUANTILES

Below shows the gender distribution when employees are placed into 4 equally sized quartiles based on pay

Pay Distribution	Male	Female
Lower quartile	77%	23%
Lower mid quartile	75%	25%
Upper mid quartile	85%	15%
Upper quartile	93%	7%

Based on Keysight's pay distribution quartiles the data shows more females in the upper mid and upper quartiles compared to the formula used for this process

PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS

Male	Female
97%	99%

Bonus includes sales commissions. All non-sales employees are eligible for a bonus and those employees who did not receive a bonus had insufficient service to qualify for the bonus.

OBSERVATIONS

- The engineering sector attracts more men than women and therefore has a greater proportion of men in management, technical and operational roles
- It should be noted that a portion of the UK business was divested in October 2018 and as a result we lost a number of female engineers

Our aim is to achieve an improvement in our gender pay gap. We are confident that as we make progress towards achieving greater gender balance in our senior roles and technical roles our gender pay gap will reduce over time.

Keysight Technologies plans to reduce the pay gap by:

- Encouraging more females into STEM roles and supporting them in their future career development to help achieve a better gender balance in more senior positions
- Keysight is sponsoring and attending the Society of Women Engineers (SWE) workshop event in London in 27-29 May 2020
- Improving opportunities for flexible working through our organisation
- Refreshing recruitment processes to ensure an inclusive approach to hiring and continue our efforts to broaden the appeal of Keysight to attract a diverse workforce and create an environment which supports the career development of our employees.
- Taking gender into consideration when succession planning for all key leadership roles
- Promoting our female role models

Declaration

I confirm that the information in this report is accurate and has been prepared in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

SIGNED BY



Carole Tomlinson
UK HR Manager

for and on behalf of Keysight Technologies UK Ltd