

The title "Gender Pay Gap Report 2018" is centered on a white rectangular background. The word "Gender" is preceded by a small icon of three vertical bars (red, blue, blue). "Pay Gap" is in a large, bold, black sans-serif font, and "Report 2018" is in a smaller, blue sans-serif font below it.

Gender Pay Gap Report 2018



Introduction

IRIS Software Group Ltd is the largest privately held software company in the UK and ranked at 227 in the Sunday Times Grant Thornton Top Track 250. It provides mission-critical software and services for accountants, schools, SMEs, corporates and non-profit organisations.

Our mission is to help our customers get it right first time, every time. To achieve this, we strive to ensure our people flourish and make IRIS a great place to work.

We are proud our second Pay Gap report shows several improvements. We have reduced our median gender pay gap, which is now in line with the Information & Communication industry average median pay gap at 16.9%¹.

The representation of women across all quartiles of the organisation has also increased, including the proportion of women in the upper middle and upper quartiles of the business. Women are now overrepresented in all quartiles in comparison to the Information & Communication industry benchmarks².

There is, of course, more we can do. IRIS is building on its strategy to collaborate widely and build supportive, open, inclusive environments where people feel valued, are able to speak up, and give their best. We recognise, appreciate, respect and care for others, and we continue to work hard to improve the gender balance across the business.



Elona
Mortimer-Zhika
Chief Operating Officer



Stephanie Kelly
Group Chief
People Officer

We confirm the information and data provided herein is accurate and in line with mandatory requirements.

¹Source: <https://stats.paygaps.com/Industry>, as of 20/03/19

²Source: <https://stats.paygaps.com/Industry/Details/12>, as of 20/03/19

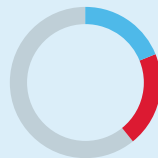
IRIS Software Group Ltd findings

The gender pay gap shows the difference in average pay between women and men.

The graphics show IRIS Software Group Ltd's Mean and Median gender pay gap for fixed pay at the snapshot date of 5 April 2018. They also show the Mean and Median gender pay gap for bonuses paid to men and women in the year up to 5 April 2018.

IRIS Software Group Ltd Pay Gap Results

Gender Pay Gap



Median pay gap 16.90%

Mean pay gap 25.70%

Gender Bonus Pay Gap



Median bonus gap 38.30%

Mean bonus gap 44.60%

Total Employees: 748



Men 447

Women 301

These figures are different from an equal pay comparison, which would involve a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

The figures provided in the 2018 report are for IRIS Software Group Ltd.

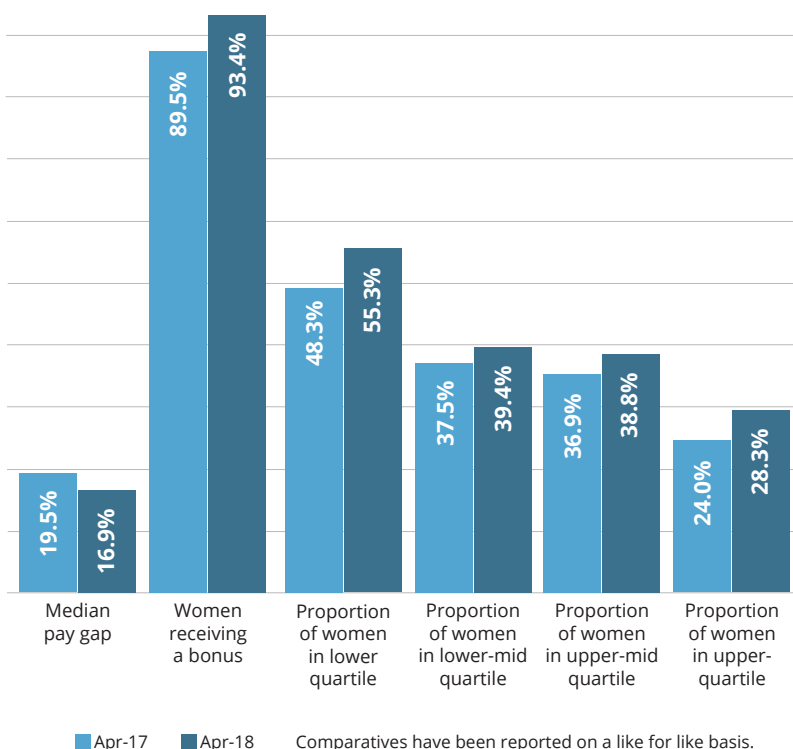


Understanding the pay gap

Calculating the Median pay gap

To calculate the Median gender pay gap, we arrange the hourly pay rates of all male full-pay relevant employees from highest to lowest. The Median hourly rate of pay is in the middle of the range. The same calculation is run for females. The Median gender pay gap is the difference in pay between the women in the middle and the men in the middle.

IRIS Software Group Ltd's Median pay gap is 16.9%.



Comparatives have been reported on a like for like basis.

Calculating the Mean pay gap

To calculate the Mean gender pay gap, we add together the hourly pay rates of all the male full-pay relevant employees. This figure is then divided by the number of employees, which gives us an average of the hourly pay rate. We run the same calculation for females and the difference gives us the Mean pay gap between men and women.

IRIS Software Group Ltd's Mean pay gap is 25.7%.

Pay quartiles

IRIS Software Group Ltd is also required to publish the proportion of males and females in each quartile band. The bands are created by dividing hourly pay into equal pay quartiles. Each quartile contains approximately 187 employees.

Overall, women currently represent 40.24% of IRIS Software Group Ltd employees. Women are less well represented in the higher pay quartiles due to proportionally more men being in senior roles.

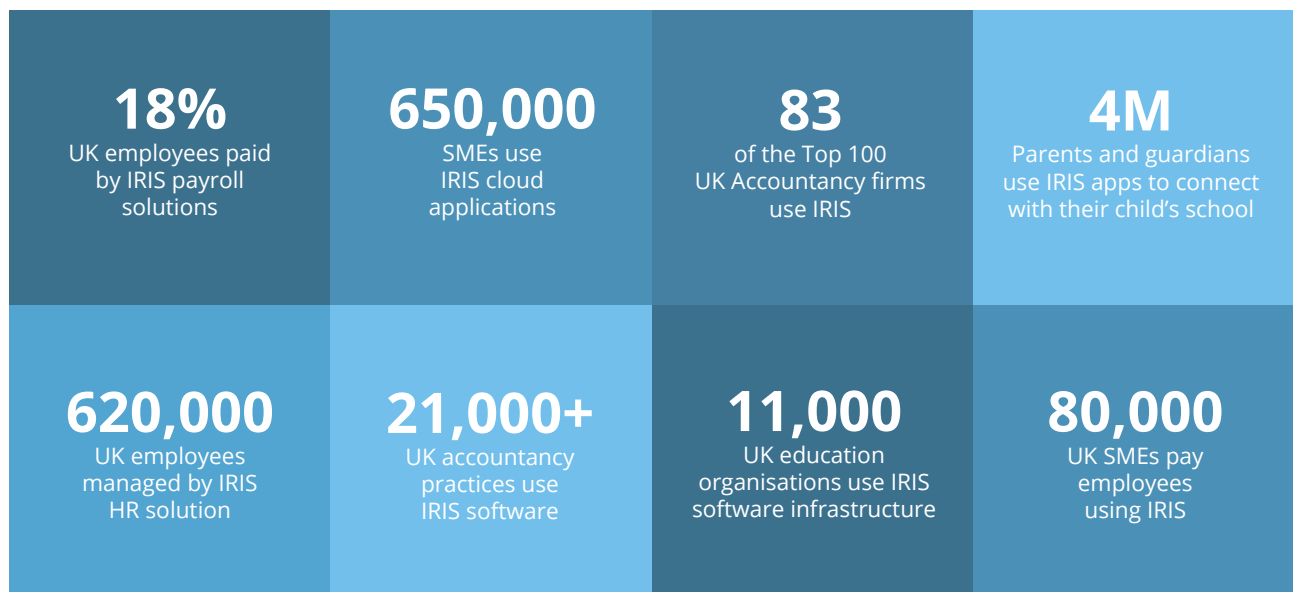
Increasing the number of women in our business and moving towards an equal distribution of men and women across all levels is important to us.

Understanding the pay gap

IRIS progress

The analysis of our pay and bonus gap shows we have reduced our median gender pay gap, increased the number of male and female employees eligible to receive a bonus and increased our representation of women across all quartiles.

We will continue our journey to ensure IRIS has an appropriate culture and working environment to support the business, as this is critical to the success in promoting and advancing gender equality.





Taking action: our commitments

Everyone in IRIS can develop their career at a pace suited to them, while supporting a good work life balance. We also appreciate everyone has different requirements within their role and strive to help each person find their strengths. Our overall aim is to ensure our people want to come to work, do a good job and enjoy doing it.

"We take pride in our business, bring passion to our roles and encourage and inspire those around us."

Performance reviews

IRIS works to make sure every employee has a clear purpose and career path regardless of gender. We foster a culture of trust and openness with regular performance conversations.

Coaching and mentoring

Throughout the business, we aim to unlock a person's potential and maximise their performance.

We encourage all employees to drive their own career development and support them with internal and external coaching and training opportunities.

Pay, reward and promotions

IRIS continually monitors market pay and reward structures to ensure fair and equal pay for all employees.

Any negotiated individual levels of pay are contained within pay bands. We have annual equal pay audits to check for gender bias and consider restricting discretion where this occurs.

Our promotions recognise the performance of individuals. IRIS managers show they offer roles and development opportunities to all staff with similar performance.

Taking action: our commitments



Flexible and family friendly

IRIS understands the challenges parents face and offers flexible work arrangements to make life easier. Our commitment includes additional leave for those with children under five years old and flexible working arrangements. We want every employee to be happy and focused, whether working part time or returning to the business after maternity leave.

"We collaborate widely and build supportive, open, inclusive environments where people feel valued, are able to speak up and give their best. We recognise, appreciate, respect and care for others."

Culture and working environment

We recognise none of our actions will succeed without the right culture and working environment. We work to ensure there is a positive atmosphere, that employees feel energised and believe in the direction of the business. This effort pays off in many ways, not least in creating a fantastic, engaging workplace.

Diversity in recruitment

Most roles are initially offered internally which provides employees broader opportunities to progress across the business.

Our job adverts have gender-neutral language and, to ensure there is gender balance across all roles, we recruit through a variety of channels and actively encourage people from all groups to apply.

To add to our talented workforce, IRIS has launched an apprenticeship programme which provides a two-year, high-quality training scheme structured to the needs of the business and the ability of the employee.

We offer term time contracts where possible, in order to enable parents to balance work and home life.



Welfare and wellbeing

We recognise our people work hard and in return we want to support their emotional and physical wellbeing.

Our external employee assistance programme helps anyone needing impartial advice on any matter affecting them, including personal and legal support.

IRIS also organises health days offering checks, flu jabs and wellbeing clinics.

With over 40 years' experience IRIS Software Group Ltd is the largest privately held software company in the UK and ranked at 227 in the Sunday Times Grant Thornton Top Track 250. It provides business-critical software and services for accountants, schools, SMEs, corporates and non-profit organisations. IRIS Software Group Ltd's trusted solutions relieve the burden of compliance, while enabling productivity, facilitating collaboration and providing insight for UK organisations to connect and serve an increasingly new generation of customers.

More than 650,000 SMEs, 11,000 education organisations and 21,000 UK accountancy firms use IRIS applications. Four million parents and guardians use IRIS apps to connect with their child's school. 620,000 UK employees are managed by IRIS HR solutions and 2.3 million UK employees are paid by IRIS payroll solutions.

They are managed under the leading BioStore, Cascade, Contact Group, Earnie, IRIS, KashFlow, Keytime, ParentMail, PS Financials, PTP, Results Squared, School Asset Manager, Star and Taxfiler product brands.

IRIS Software Group Ltd

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