

4 April 2019

GENDER PAY GAP REPORT 2018

At Teradata, we remain firmly committed to ensuring that all our team members – women and men – are compensated fairly, based on ability, job responsibilities, experience, and performance. We continuously evaluate our processes to ensure that we prevent bias within the organizational approach to hiring, compensation, promotion, and development of women.

Since our report from last year, we have furthered our efforts in diversity and inclusion. Our CEO, Oliver Ratzesberger, has taken part in the CEO Action Pledge, which reinforces our commitment to evolve and enhance our diversity strategies related to recruitment, retention and advancement of diverse talent.

- Our Women of Teradata Resource Group strives to give women the resources they need to be successful in the workplace and beyond. We facilitate connections and partnerships among all employees to help support women's initiatives.
- Last year Teradata participated in numerous strategic events in support of women in technology, and showcased opportunities for women to work within our business, including:
 - 18th October 2018 - London Hopper Colloquium 2018 at the British Computer Society
 - 30th October 2018 - Women in STEM at Queen Mary University
 - 28th November 2018 - STEM Women Community Event at The Science Museum
- We offer ongoing education around unconscious bias to our executive leadership team, and, will offer unconscious bias training to further raise awareness and identify areas of improvement to all our employees in 2019.
- We are proud to state that of the potential candidates for our **Teradata UK Limited** Graduate Scheme, 59% of those invited to the Assessment Day were women.
- We have formed a mentoring program for talented female team members. These team members are assigned to a specific executive mentor and have received on-going coaching and development since December of 2018.
- We have sponsored a number of academic scholarships globally for young women pursuing careers in a STEM-related field and intend to do even more in 2019.

Specifically, we have strong female leadership representation that is confident in our efforts, actions, and intent in this area, as shown below:

"Diversity and equality in the workplace are necessary for a company to innovate, grow and thrive. As a female leader at Teradata, it is refreshing to be part of an organization committed to fostering women in technology. This is the right thing to do for our company, and it's the right thing for the communities we serve and our society." Reema Poddar, Chief Product Officer, Teradata

"Achieving gender equality in the workplace requires the engagement of not only senior leaders, but everyone in the company. Teradata is a vibrant and exciting place to work for all genders and I'm confident the company will continue to reshape the conversation in this area." Ruth Rudwick, VP, Consulting Delivery, EMEA



OUR NUMBERS

Globally, Teradata's Diversity and Inclusion results for 2018 show gains in the number of women hired, with an increase shown in the hiring of women across multiple levels within the organization, and an increase in retention of our female population.

Overall, **Teradata UK Limited** has a difference between men and women's pay of 18.3% (mean) and 30.2% (median), based on hourly earnings at the starting date of 5 April 2018.

Rates of Pay

- For the year 2018, women's mean hourly rates increased 12 percentage points from 2017 to 82% of what men earn.
- For the year 2018 women's median hourly rate is 30.2% lower than men. In comparison to year 2017, median hourly rates dropped from 72p to 70p for every £1 that men earn.

Bonus / Incentive Pay

- For the snapshot period, 90% of our female population received a bonus in both 2017 and 2018. This is largely affiliated with other factors, such as job level and performance differentiation.

Understanding the gap

The under-representation of women workers within the broader UK population is common in the technology industry. At Teradata, we have identified that our gender pay gap is primarily linked to the volume and split of male and female workers within our organization. We have and will continue to take meaningful steps to encourage more women to join the technology sector.

OUR GOALS FOR THE FUTURE

As a global company, Teradata believes that the diversity of our people – the culture, ideas, experiences, and background they provide – enables us to drive innovation and enhance the products and services we deliver to our customers. We are committed to advancing the dialogue around the critical issue of reducing wage gaps, and our goal is to inspire change that will ensure we have created an environment that ensures men and women have the same opportunities and choices. We are committed to continue to focus on efforts to attract, retain and advance women in our workforce and know that this starts by creating a workplace where employees of every age, race, sex, ability/disability, religion, culture, sexual orientation, and gender identity feel welcome and supported.

OUR DECLARATION

We confirm that our data has been calculated according to the rules set in The Equality Act 2010 (Gender Pay Gap Information) Regulation 2017.

Aleksandar Puljic
UK & IR Country Manager