



Gender Pay Gap Report 2017

TERADATA.

DIVERSITY MATTERS TO US

As a global company, Teradata understands that the diversity of its people enables us to drive innovation and enhance the world-class products and services we deliver to our customers. This in return increases our competitive advantage and drives growth and return to our shareholders.

“Through our diversity and inclusion initiatives, Teradata aims to build and enhance our diversity profile further to help deliver the best and most innovative products and services in analytic data solutions.”



OUR NUMBERS

Our report shows that the overall difference between the pay of men and women at Teradata is 26.8% (mean) and 28.1% (median). This is based on hourly earnings on the snapshot date of 5 April 2017.

Understanding the gap

This gap is primarily caused by there being fewer women in senior and highly paid technical and consulting roles. Teradata has several bonus

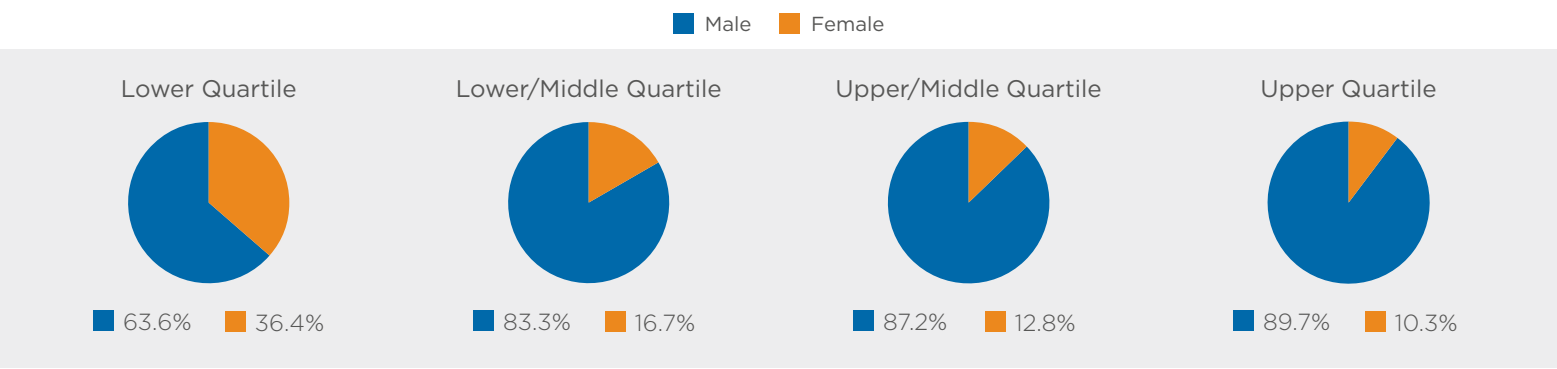
Difference between men's and women's		
	Mean	Median
Hourly Pay On April 5 2017	26.8%	28.1%
Bonus Pay In the 12 months prior to April 5 2017	39.2%	53.8%

schemes that vary in terms of value with fewer women in the higher value schemes. This is a significant contributor to the gender pay gap calculations. Our analysis does however indicate that in like-for-like roles/grades/years of experience at Teradata UK, women are generally paid the same as men.

Proportion of employees receiving a bonus



Pay Quartiles reflect the gender distribution across four quartiles.



OUR GOAL

It is of paramount importance to us to address effectively the matters identified in this report.

We are working towards that goal by:

- Developing, supporting and promoting our female leaders and leadership pipeline
- Adjusting the recruitment processes to safeguard inclusiveness
- Promoting our brand using external initiatives to attract more women
- Aiming to recruit more women into senior leadership and higher paid technical and consulting roles

Teradata will continue to promote diversity across the workforce, and our management is committed to this strategy. We are making progress by means of sustained programmes which we are confident will deliver our stated goal.



OUR DECLARATION



“Teradata is an exciting place for women to work and succeed. The diversity of our people is key to our continued success, so we continue to encourage men and women from all backgrounds to apply for the roles we advertise. If you are right for the role, you will be hired, and at the right pay grade.”

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

Paul Hanley

Director, Teradata UK Limited

A handwritten signature in black ink, appearing to read 'P. Hanley', written in a cursive style.