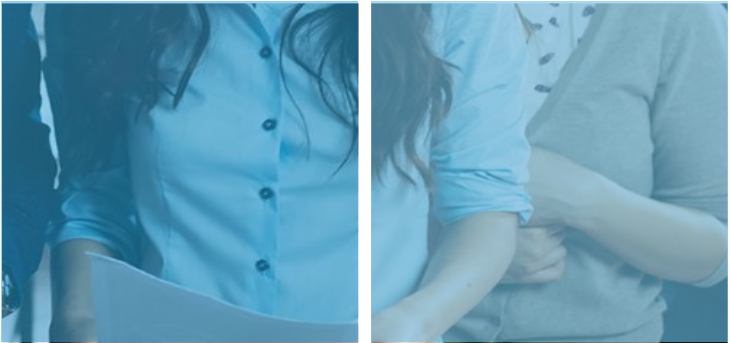




GENDER PAY GAP

# REPORT

*Promoting Equality at TransPerfect*



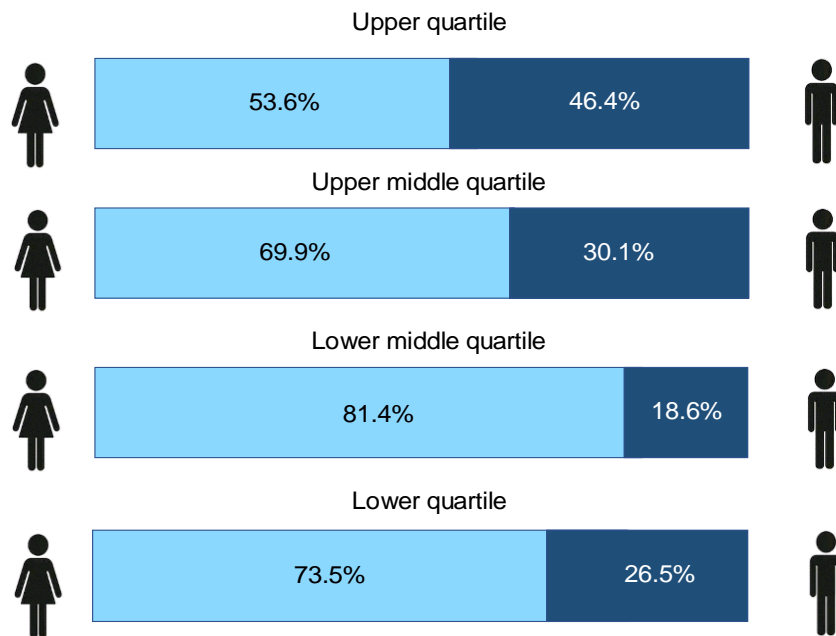
# The Figures

*TransPerfect strongly values diversity in its workforce. The figures in this report reflect employees' gender on our HR systems.*

All employees have the option not to declare their gender identity and where individuals with non-binary gender identity have chosen to exercise this option their data is not included, as per government guidelines.

The figures set out below were calculated using the standard methodologies of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

## Pay Quartiles by Gender



## Headlines

15.9%

Median gender bonus gap

63.6%

Proportion of male employees receiving a bonus

29.7%

Mean gender pay gap

13.6%

Median gender pay gap

74.3%

Proportion of female employees receiving a bonus

40.5%

Mean gender bonus gap

# Understanding the Figures

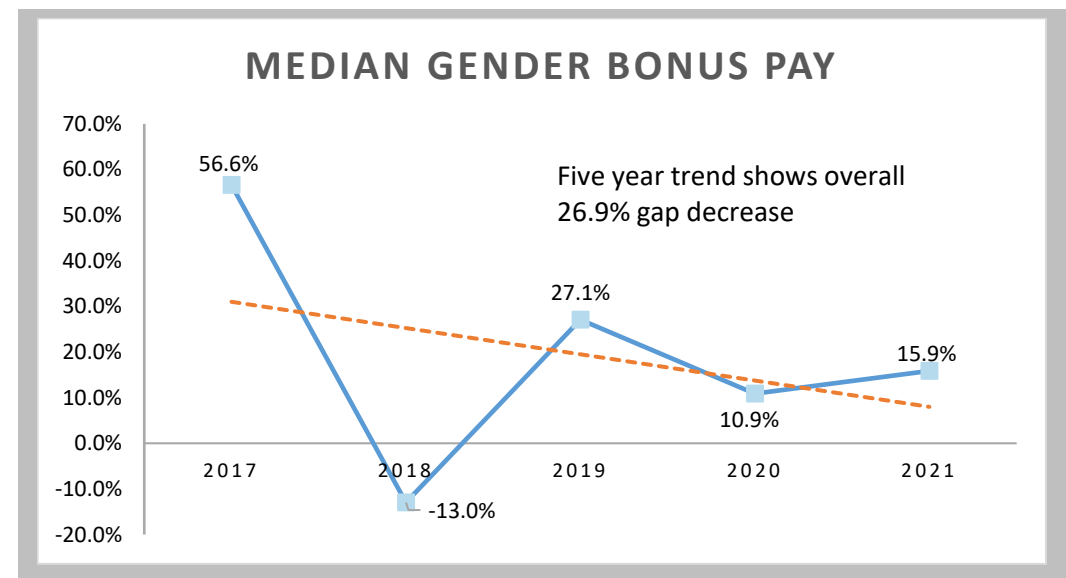
## Key Highlights

TransPerfect embraces the fact that the majority of every pay quartile continues to be made up of female employees, emphasizing its commitment to inclusion throughout all pay quartiles. TransPerfect is particularly proud that its inclusive culture has enabled women to represent an average of 61.8% of employees in the upper two quartiles.

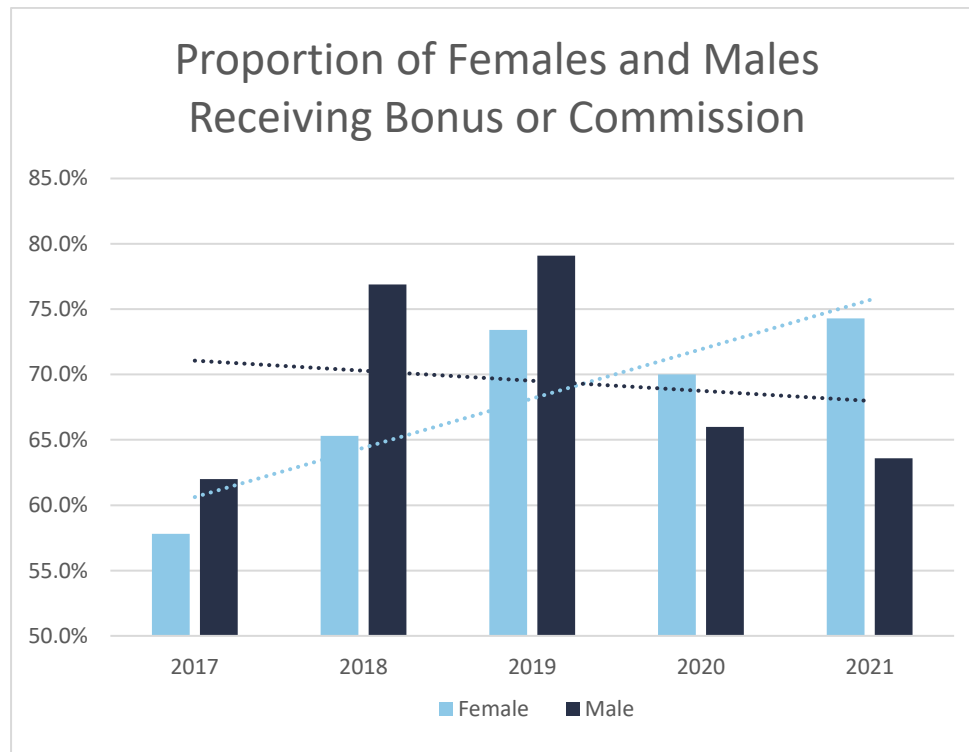
Furthermore, the median bonus gap has been reduced significantly by 40.7% compared to the first gender pay gap calculation in 2017.

In the upper quartile, bonus figures show a 0.3% gap in mean bonus pay, demonstrating TransPerfect's commitment to equal bonus pay amongst our highest earners.

TransPerfect's commitment to seeking equal bonus pay makes it an industry leader in this area.



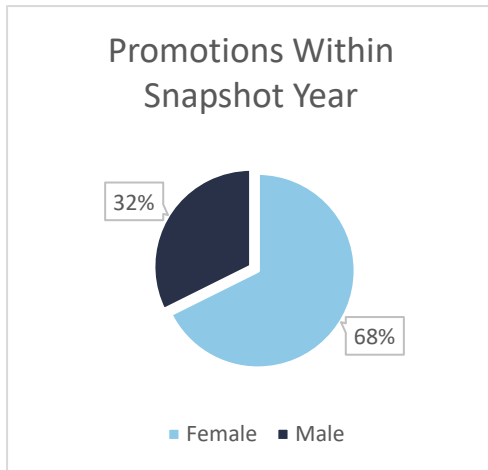
*In addition, from 2017 to date the proportion of female employees receiving a bonus has risen by 16.5% compared to 1.6% for males. 2021 represents the second consecutive year where the proportion of female staff receiving bonuses (74.3%) surpassed male staff (63.6%).*



In analyzing the data, the following should be taken into account.

- TransPerfect's sales performance continues to be record-breaking and this influences figures in favour of the top sales executives, of which a high proportion are men.
- A disproportionate number of terminations in the year preceding the snapshot date were male (43%), including 20% of all leavers in the lower middle quartile.
- Some female senior leaders of teams in the UK are based outside the UK themselves. Their remuneration has therefore not been considered in these figures.
- The majority of part-time positions in the UK (82%) were filled by women and the bonus gap analysis uses actual pay as opposed to full-time equivalent.
- 86% of those excluded from the full pay relevant calculations were females on leave.

In analyzing the data, it is also important to consider the way childcare responsibilities are shared between men and women, the associated part-time work arrangements which such a division of responsibilities entail, and the type of roles which more easily lend themselves to part-time working.



## Ways We Are Tackling Gender Pay Issues

TransPerfect encourages the promotion of all employees, regardless of gender. Females consisted of 68% of all promotions in the UK which took place within the year preceding the snapshot date.

### Initiatives to Assist Female Employees Returning to Work

TransPerfect provides a wellbeing space to facilitate female employees preparing for maternity leave or returning to work. Furthermore, employees returning from maternity leave may benefit from a phased return from maternity using accrued annual time-off.

All of TransPerfect's female employees due to return from maternity leave between 6 April 2020 and 5 April 2021 successfully returned after their maternity leave period.



### Support and Affinity Groups

To provide help and support to all parents, TransPerfect offers a Family Support Working Group and Mentorship programme. This group helps new and existing parents navigate the complex world of parenthood and family life while working at TransPerfect.

TransPerfect has also created global and local quality and diversity committees, for example a Working Women Affinity Group. The goal of this group is to create an inclusive environment at TransPerfect and to enact organizational practices and policies that align with the empowerment of the members and guarantee the resources necessary for them to succeed. We also have an annual Diversity Month which celebrates, amongst other topics, gender diversity.

### Global Training Initiative on Professionalism

To promote and celebrate the values of integrity, respect and diversity, TransPerfect takes pride in providing regular training on professionalism in the workplace to all employees and managers in the UK as well as globally since 2017. This training forms part of the mandatory training for all UK-based new hires, with a company-wide refresher training rolled out in October 2021.

### Manager Training


TransPerfect successfully rolls out regular manager training initiatives for new managers of teams based in the UK. This training includes topics such as maternity, paternity and parental leave in the UK to further promote awareness and inclusion. The training also encompasses TransPerfect's flexible working policy designed to support employees in combining family and employment responsibilities.

### Promoting Women in Technology Careers

TransPerfect is committed to encouraging women to take up technology careers. Since July 2018, TransPerfect's CEO Phil Shawe forms part of the Board of Directors of Girls Who Code. TransPerfect wholeheartedly supports the non-profit organization's mission to narrow the gender gap in technology careers.

In line with TransPerfect's company culture and core values, TransPerfect embraces gender pay gap reporting.

I, Phil Shawe, President & CEO, confirm that the information in this statement is accurate.



Phil Shawe, President & CEO

### Promotion of Inclusive Company Culture Underpinned by Core Values

TransPerfect promotes an inclusive Company culture based on its core values which we aim to incorporate in everything we do.

- ✓ Integrity
- ✓ Quality
- ✓ Service
- ✓ Own it
- ✓ Urgency
- ✓ Respect
- ✓ Teamwork
- ✓ Diversity
- ✓ Financial
- ✓ Responsibility

3/2/22  
Date



[www.TransPerfect.com](http://www.TransPerfect.com)



[HR-London@transperfect.com](mailto:HR-London@transperfect.com)

