

OUR GENDER PAY STATEMENT 2021/22 - UK

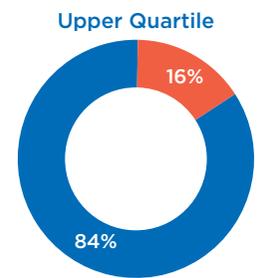
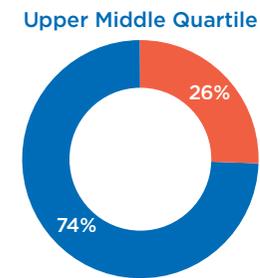
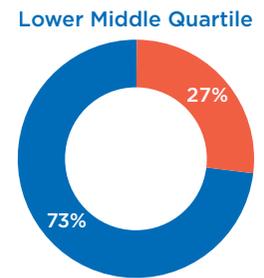
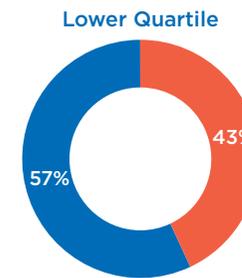
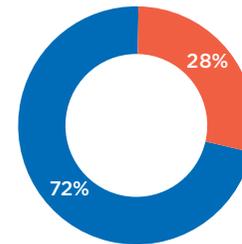
Welcome to Blue Prism's second Gender Pay Gap report, using the snapshot date of 5 April 2021. As affirmed in last year's statement, we are on a continued journey to create a fulfilling and great place to work for everyone, aligned with our principles of diversity and inclusion, fairness, equity and transparency. So, how are we doing? We are pleased to share our latest results with you, as well as the continued steps we are taking to address the gender imbalances within our UK organisation.



Results from our 5 April snapshot date

Proportion of men and women in each pay quartile

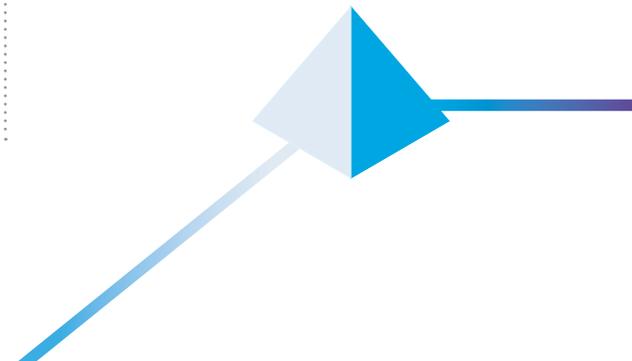
Overall percentage of UK male and female employees as of 5 April 2021



Mean and median pay and bonus gap

	Mean	Median
Blue Prism Pay Gap	27%	25%
Comparator Companies Pay Gap	19%	16%
Blue Prism Bonus Gap	41%	44%
Comparator Companies Bonus Gap	42%	37%

Proportion of eligible men and women receiving a bonus



What do our results mean?

On 5 April 2021, the proportion of men across Blue Prism was slightly higher than from the same snapshot date for the previous year (71% men and 29% women). This 'snapshot' result reflects the construct of the UK Gender Pay Gap methodology, as our 2021/22 report includes, for the first time, the employee data from the Thoughtonomy Ltd acquisition, a heavily male-dominated workforce. It does not mean that we hire more men than women across Blue Prism. In fact, our talent attraction steps to increase diversity are starting to pay off. We expect to be reporting an increase in the proportion of women across Blue Prism for our next reporting date (5 April 2022). Another positive trend is that we are starting to see a proportion of women moving from the lower quartile roles to the lower middle quartile roles compared to the previous year (44% and 25% respectively).

There is no change in the median gender pay from the previous year, but a slight increase in the mean gender pay (previously 24%). Our distribution of men and women across the higher pay quartiles explains our higher pay gap. Compared to our 2020/21 report, there is an increase in the proportion of men in the upper middle quartile of pay (previously 74%), principally due to including the employee data from the Thoughtonomy Ltd acquisition. Our distribution in the upper quartiles is also slightly higher for men when compared to our selected IT peer group.¹

Our mean gender bonus gap is 41%, and our median gender bonus gap is 44%. Since our 2020/21 report (45% and 70% respectively), we have made improvements, and our gender bonus gap is moving in a positive direction. Some of the actions taken to improve this include narrowing the gap between the proportion of eligible men and women receiving a bonus (96% and 89% respectively in the previous year) and reviewing bonus decisions through a gender lens.

Looking at equal pay

When we compare our UK pay across equivalent job profiles — base salary and fixed pay for men and women doing similar roles — our equal pay gap is negative. This means that where we have a role that both male and female employees undertake, women are paid slightly more to do the role on a mean and median basis. This data reinforces the fact that we are experiencing an issue of gender representation and not pay inequality.

	Base Salary	Fixed Pay
Mean Equal Pay	-2.4%	-2.2%
Median Equal Pay	-5.0%	0.5%

2020/21 and 2021/22 results overview

Report	Legal employing entity	Number of relevant employees in entity	% of men and women (M/W)	Mean gender pay gap	Median gender pay gap	% of men and women in the 'lower quartile' of pay (M/W)	% of men and women in the 'lower middle quartile' of pay (M/W)	% of men and women in the 'upper middle quartile' of pay (M/W)	% of men and women in the 'upper quartile' of pay (M/W)	Mean gender bonus gap	Median gender bonus gap	% of men and women receiving a bonus (M/W)
2020/21	Blue Prism Ltd	400	71%/29%	24%	25%	56%/44%	75%/25%	69%/31%	84%/16%	45%	70%	96%/89%
2021/22	Blue Prism Ltd	505	72%/28%	27%	25%	57%/43%	73%/27%	74%/26%	84%/16%	41%	44%	99%/97%

¹ Search and compare gender pay gap data, reporting year 2020-21. <http://gender-pay-gap.service.gov.uk/compare-employers/2021>
Selected peer group includes as of 31 March 2022: 1) BAE Systems Applied Intelligence Ltd; 2) CGI IT UK Ltd; 3) FDM Group Ltd; 4) Finastra International Ltd; 5) Fujitsu Services Ltd; 6) GB Group plc; 7) Gocardless Ltd; 8) NCC Services Ltd; 9) QVC UK; 10) Sage (UK) Ltd, 11) Softcat plc; 12) Unisys Ltd; and 13) Temenos UK Ltd.

Progress from 2020/21

Since our last report, we have taken several positive steps forward on the actions that we committed to, and they will continue to be points of focus in the coming years. We have a long-term, strategic goal in place to create a fair, equitable and inclusive workforce. We recognise that the benefits of some of the changes we are putting in place will not be realised in the short term.



As the founding partner, Blue Prism continues to support Women in Robotic Process Automation (WIRPA) in leading the industry's gender equality strategy. The group has strengthened in numbers, with a following of nearly 3,500 members on LinkedIn, and continues to share real-life examples of the achievements of women, thought leadership and career opportunities within our very own tech catalogue. In 2021, WIRPA launched a seven-part 'Empower Hour' series, which focused on the lifecycle of applying for a role in RPA through to career progression. The primary aim was to encourage women to join our industry, thereby increasing their representation.

Talent attraction

- As part of their 2020 objectives to support our long-term goal of creating a fair and equitable workforce, the Executive Leadership Team committed to introducing a centralised Inclusion, Diversity & Belonging (IDB) Strategy. This has materialised in the appointment of a business secondee to define, implement and lead the strategy.
- Our approach to recruitment has continued to evolve with the successful implementation of diverse panel interviews, as well as investment in an industry-leading recruitment marketing tool, Textio.
 - With Textio, we analyse the gendered language of the job description to ensure gender neutrality and tailor wording to attract more female candidates where we currently lack representation.
- We have seen an upward trend in the number of female applications and promotions in management and senior roles following the enhanced communication of open positions. These positions are now open to internal candidates five days before opening to the external market.

Talent retention

- Blue Prism UK gained its first Great Place to Work Certification, exceeding the minimum requirement of 65% positive answers.
- A fixed position of Global Head of Learning & Development was hired in 2021, responsible for implementing career paths that support women who aim to develop and transition into management and leadership positions. This will support the narrowing of the gap in the upper middle and upper quartiles of our gender pay gap.

Continually addressing the gender gap

Blue Prism is committed to advancing diversity and inclusion in the workplace and evolving our programmes and practices to align with our guiding principles of fairness, equity and transparency. We are clear that our gender pay gap is driven by our overall employee distribution, a lack of women in higher-paid jobs such as sales, engineering and IT and more senior roles, and that there is still more we can do over time to build an inclusive and intentionally gender-balanced workforce.



Some of the programmes we have introduced to specifically tackle this include:

Job architecture & pay banding

Blue Prism has implemented a company-wide formal levelling structure, and all employees are assigned a job specialism and career level. This enables us to analyse our annual pay and bonus decisions through a gender equality lens and help remove any unconscious bias. Additionally, we monitor the salaries for men and women doing the same role, at the same career level, to ensure pay equality.

Inclusion, diversity & belonging

As part of Blue Prism's ongoing commitment to IDB, two members of the Executive Leadership Team sponsored the creation of a secondment role, where a member of the business was appointed the IDB Lead.

Multiple objectives of the IDB Lead support the continued drive to reduce the gender pay gap within Blue Prism, including:

- Partner with the global People Team to review internal policies and make amendments where necessary. For example, ensuring there are adequate opportunities to work flexibly and removing any gender bias from our practices and processes.
- Identifying, optimising and amplifying best practices related to Talent Acquisition and Career Progression at Blue Prism. For example, blinding the recruitment process by removing identifiable information from our candidate tracking system to eliminate unconscious bias.

- Engaging with existing Employee Resource Groups to develop an internal framework that enables a best-fit consistent approach and wider representation and engagement of all employees.

All aspects of cognitive and demographical diversity are valued at Blue Prism, and we continue to consider the complexities of intersectionality across multiple groups. An example of this commitment is the engagement of the services of an anti-racism organisation, MindWeaver. Working with MindWeaver, we hired four female apprentices from minority backgrounds to join our Automation and Transformation team. Whilst we understand the impact of programs such as this might negatively affect the gender pay gap initially, we intend to retain, grow and develop younger talent to progress within our business long term.

Our declaration

We confirm that the information contained in this report is accurate and meets the specifications of the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Ijoma Maluza
Chief Financial Officer

James Mitchell
Global SVP, People

Notes on methodology

- Pay data is based on hourly rates for employees receiving full pay as of the snapshot date of 5 April 2021.
- Bonus data includes anyone eligible for a bonus during the twelve months leading up to the snapshot date.
- As required by law, our gender pay gap was calculated for our legal employing entity with 250 or more UK employees as of the snapshot date of 5 April 2021, i.e., Blue Prism Ltd.
- As of 5 April 2021, employees previously with Blue Prism Cloud Ltd, formerly Thoughtonomy Ltd, were employed by Blue Prism Ltd and were therefore included in our 2021/22 gender pay statement.

