



Infor UK 2018 Gender Pay Report

Infor UK 2018 Gender Pay Report , 4 April, 2018

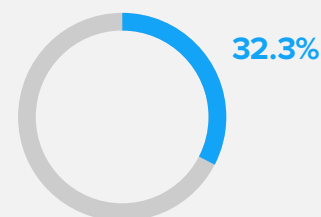
This report is designed to provide transparency for Gender Pay in the UK and an understanding of the steps Infor is taking to increase gender equality both inside the company and in the community. It is first important to note that Gender Pay is not the same as Equal Pay. Equal Pay represents the difference in pay between males and females in the same role; Gender Pay is broader and represents the difference between men's and women's average earnings across an entire organization.

Men are overrepresented in the technology sector. This means there are fewer women in both leadership and technical jobs, which are among those that pay the most. Infor is making progress on both these fronts, increasing the percentage of women in leadership roles and arming the next generation of women with the critical skills for technical roles.

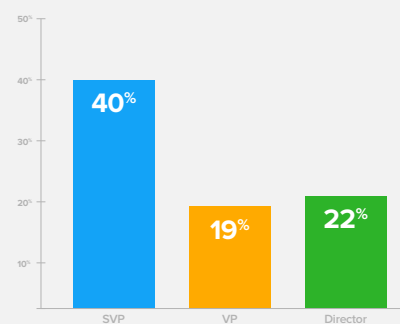
Four years ago, we created the Women's Infor Network (WIN) to support and empower women at Infor. As WIN has evolved, we have increased our focus on leadership development. It is our belief that having more women in leadership roles will lead to more women across all ranks at the company. And we are seeing results; over the last few years women assumed officer positions (VP level and above) at proportionately higher rates than men. Accordingly, we've seen the total percentage of women at Infor increase each year. This program is working, and we are increasing our investment in leadership development through WIN, opening the program to all employees and partnering with a top skills development organization on a comprehensive leadership development program.

We also know that while there are far fewer women than men in tech, the gap is even higher for the technical jobs that are in high demand at Infor like software developers, engineers, and implementation consultants. These are among our top paying jobs. Not enough women are pursuing studies in STEM-related fields. Last week Wired reported less than 20% of computer science majors are women.

Infor UK gender pay gap



Increase in women in leadership roles last year

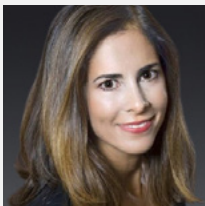


We need to expose more women to STEM, and particularly computer science (CS), to help ensure we continue increasing the representation of women in tech. Infor is partnering with youth organizations to expose young women to computing, and with educational institutions to help close the skills gap in CS. Our Education Alliance Program (EAP) has provided access to Infor technology and training to thousands of students, and continues to expand across the globe, with two UK institutions joining this year.

We are also changing some of our people practices. We are providing more objective decision-making tools for managers making pay and promotion decisions. We also require our acquisition targets meet our pay equality guidelines before we will acquire them.

[Learn more about the Women's Infor Network >](#)

[Learn more about the Infor Education Alliance Program >](#)



AUTHOR

Anne Benedict
SVP, Human Resources
Infor

Infor UK 2018 Gender Pay Report
4 April, 2018



Infor builds business software for specific industries in the cloud. With 16,500 employees and over 90,000 customers in more than 170 countries, Infor software is designed for progress. To learn more, please visit www.infor.com.

Follow us:   