

# Gender Pay Gap Report 2022

MathWorks UK

## Diversity, Equity, and Inclusion at MathWorks

We believe that to innovate in engineering and science, diverse perspectives are critical. They help us challenge the status quo and arrive at better, more rational solutions. We know, and studies support, teams are most creative and successful when they include people who think differently from one another, in a consciously inclusive and equitable environment.

At MathWorks we foster Diversity, Equity, and Inclusion through:

- **Building a diverse talent pipeline** by nurturing future engineers and scientists
- **Recruiting the best and brightest** from all backgrounds
- **Ensuring a culture** of equity and inclusion

“MathWorks has a values-based culture, including the core value of respecting and investing in each other. It is important, in a diverse staff population, to make sure every voice is heard and welcome. And we know that we derive as much strength from our differences as we do our similarities. We have more work to do, and we continue to build our diversity, equity, and inclusion efforts each year.” *Jeanne O’Keefe, CFO and Senior Vice President*



## Women @ MathWorks UK

MathWorks UK is committed to improving diversity and supporting women in the workplace and within the technology industry. There are several specific UK initiatives and actions in support of this:

- Recently established a UK chapter for the Women @ MathWorks Affinity Group with the following mission:
  - Advance a diverse and inclusive environment that nurtures the growth and development of Women at MathWorks
  - Enable a sense of belonging as MathWorkers
  - Recognizes the importance of intersectionality, global communities, and measurement
- Leadership and hosting of specific UK Women in Tech initiatives to increase representation of females at industry events, for example, Women in Data Science & MATLAB EXPO Women in Tech.

- Representation and collaboration with organisations and events to attract and encourage female talent into careers at MathWorks, for example, STEM Women London, Women of Silicon Roundabout Conference and Sponsorship of SWE Local London (2021 & 2022).

## What is the Gender Pay Gap?

Under the UK Gender Pay Gap Information Regulations (the 'Regulations') that came into force in April 2017, each UK employer with 250 or more employees is required to publish statutory calculations on their gender pay gap on an annual basis. This is the first Gender Pay Gap report for MathWorks UK and outlines our first set of reported data. This data will be used as a reference point for comparison in future reports.

Gender Pay Gap reporting is based on calculations set by the Government. It is important to note that Gender Pay Gap reporting is not the same as Equal Pay. Equal pay is the legal requirement to pay men and women equally for the same or equivalent work of the same value. The gender pay gap report shows the difference in average pay and does not compare pay between men and women for specific roles.

## Understanding our Gender Pay Gap

The MathWorks UK workforce is comprised of **287** employees (at the 'snapshot' date), of which **79%** are male and **21%** are female. Our analysis has shown a gap in both hourly pay and bonus pay between females and males, particularly within our management population and widened by several senior-level regional management positions located in the UK.

Overall, MathWorks UK has an under representation of women, which is a significant factor linked to the gap represented in this report. Whilst this is consistent with companies in our industry and within STEM companies generally, we are committed to find ways to address this issue within MathWorks and the STEM community. We will continue our focus on attracting and retaining female talent at all levels in MathWorks.

Our hourly and bonus pay gaps are also largely due to the under-representation of women in senior roles at MathWorks UK as well as an under representation of women generally within the organisation and across all pay quartiles. In addition, we have a larger proportion of men who are sales commission earners.

The MathWorks is committed to investing time to review the data, investigating strategies, and looking for ways in which we can close the gap which exists today. We will also continue to closely monitor and report the gender pay gap data at MathWorks.

## MathWorks UK Gender Pay Gap Data

Below is our annual gender pay gap data for the 'snapshot date' of **5<sup>th</sup> April 2022**.

### Hourly Pay

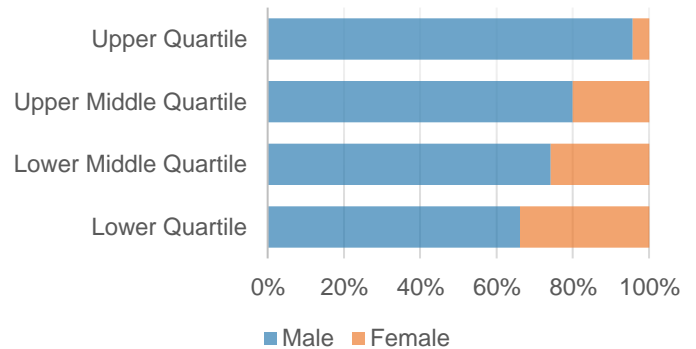
The mean difference between male and female hourly pay is 21.87%. The median difference between male and female hourly pay is 12.56%.

### Bonus Pay

The proportion of women who received bonus pay is 86.67%, the proportion of men who received bonus pay is 90.31%. This difference is the result of timing of new hires reaching their standard waiting period for bonus eligibility. At MathWorks, all staff are eligible for bonus pay after a 6-month waiting period. Bonuses are based on individual and company performance, following an internal process to ensure fairness and consistency.

The mean difference between male and female bonus pay is 59.74%. The median difference between male and female bonus pay is 23.31%.

### Pay Quartiles



### Declaration

I confirm that the data published in this report is accurate and meets the requirements of the Gender Pay Gap Regulations.

**Gail Cole**

Director of HR, EMEA & APAC

March 2023