



UK Gender Pay Gap Report 2018



TRACY GREENFIELD, HR VICE PRESIDENT, LEIDOS UK

At Leidos, everything we do is built on a commitment to do the right thing for our customers, our people and our community. We make the world safer, healthier and more efficient through information technology, engineering and science.

For the first time, this year, UK companies with over 250 staff must report on their gender pay gap. Transparency matters, as does acting to do the right thing.

At 21.9% our mean gender pay gap is reflective of a Leidos UK workforce where women make up 30.5% of the overall workforce and 17.6% at a senior level.

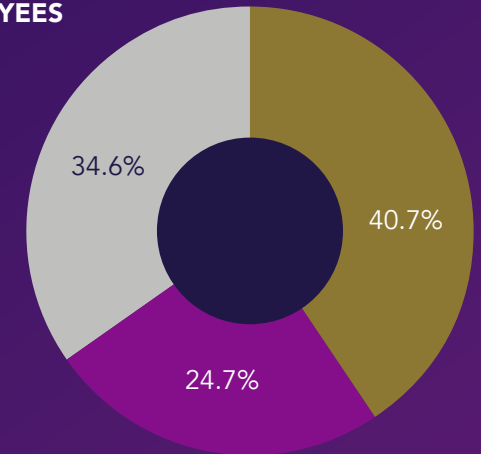
We are confident that Leidos UK's gender pay gap is not a pay issue, we know this because our approach to pay is gender neutral by design and our analysis shows that our pay gap is driven by the structure of our workforce.

The structure of our workforce also influences our mean bonus gap, which sits at 51.2%.

	MEAN (AVERAGE)	MEDIAN (MID-POINT)
Hourly pay at April 2017	21.9%	23.2%
Bonus Pay in the 12 months to 5 April 2017	51.2%	10.7%

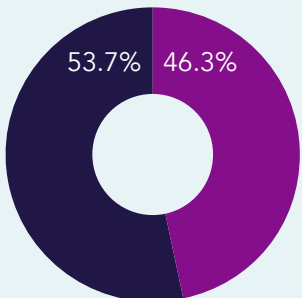
PROPORTION OF EMPLOYEES RECEIVING A BONUS

- Women
- No Bonus
- Men

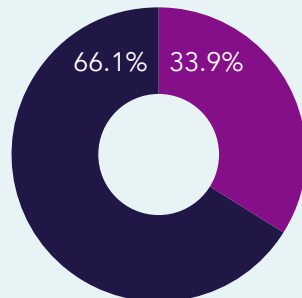


GENDER DISTRIBUTION ACROSS FOUR EQUALLY SIZED PAY QUARTILES

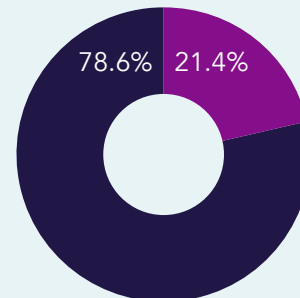
Lower Quartile



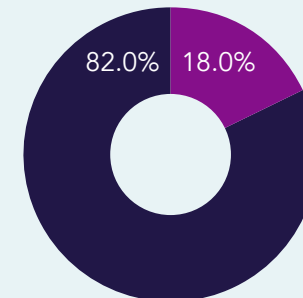
Lower Mid Quartile



Upper Mid Quartile



Upper Quartile



- Men
- Women

Like many other businesses operating in industries linked to science, technology, engineering and mathematics (STEM) subjects, we must do more to ensure that we attract talented women today and in the future. As a result, we are increasingly focusing our education activities to include schools, not just universities, to help encourage more young women to pursue STEM careers.

How Leidos is tackling its gender pay gap

WE ARE COMMITTED TO ACTION AND WILL SUPPORT WOMEN WITHIN LEIDOS UK

- ▶ We have developed a new targeted development programme to support our high performing female talent to achieve their potential. We have set an initial goal of nearly doubling the number of women in senior roles to 30% by 2020, and to develop an action plan to achieve an equal split once this goal is achieved.
- ▶ We will continue to invest in the resources available to our company-sponsored employee organisations, including the Global Women's Network and for early-career employees in our Millennials Resource Group.

WE WILL TAKE ACTION TO ENCOURAGE MORE WOMEN IN STEM-LINKED INDUSTRIES, AND MORE SPECIFICALLY LEIDOS UK

- ▶ We will work with partners such as Career Ready and STEM to attract more women to our graduate and apprentice programmes.
- ▶ We will continue our engagement with students at universities and will extend our focus to schools to help inspire more students to study aSTEM-linked qualifications.
- ▶ As a relatively new brand to the UK, we will continue to build recognition of Leidos UK as a family friendly employer.
- ▶ We will continue to develop our talent acquisition strategy to ensure that we are attracting more women at all stages of their career.

FOR MORE INFORMATION

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MATT WILES

CHIEF EXECUTIVE,
LEIDOS UK



“ Leidos believes in doing what's right and treating people right. We are defined by the talent of every employee. Women play an essential role in the success of the company, it is right that we take action to support more women to reach their potential at Leidos UK and across the wider industry. ”

KAREN DRAKE

ACTING VICE PRESIDENT,
TRANSPORTATION, LEIDOS UK



“ As a relatively new brand in the UK, Leidos has the opportunity to take the lead in the technology industry as being the go to destination for ambitious women. We are building a culture of inclusivity where every colleague has the opportunity to achieve their potential. Given we are in a great period of growth the opportunities for career advancement are there for the taking, and importantly, the infrastructure for building networks fast, finding inspirational mentors, and developing leadership skills is solidly in place. ”

ANGELA CRABTREE

CONTRACTS & SUBCONTRACTS
DIRECTOR, LEIDOS UK



“ Leidos has given me a great opportunity to lead a team of contracts and subcontracts professionals. Having joined in 2015, I was quickly promoted from Head of Commercial to Contracts & Subcontracts Director. The company strives for equal opportunity and prides itself on using structures such as the Employee Resource Groups to ensure these values are not only role modelled from the top but well embedded at all levels. I am currently the Chapter Lead for the Women's Network in the UK which encourages women to aspire for more. It gives them the toolkits to venture into new roles, apply for promotions and to feel confident to take a seat at the table. ”