



# UK Gender Pay Gap Report 2019



**TRACY GREENFIELD, HR VICE PRESIDENT, LEIDOS UK**

Since publishing our first Gender Pay Gap report last year, Leidos UK has focused its efforts to reduce the gap across our business and I am really pleased to say our results are moving in the right direction.

Our analysis shows that since we published our first report our mean gender pay gap has reduced by **5.4% to 16.5%**, which is lower than the UK national average gender pay gap of 17.9%. We recognise there is more work to do and we are committed to address diversity and inclusion across our UK business.

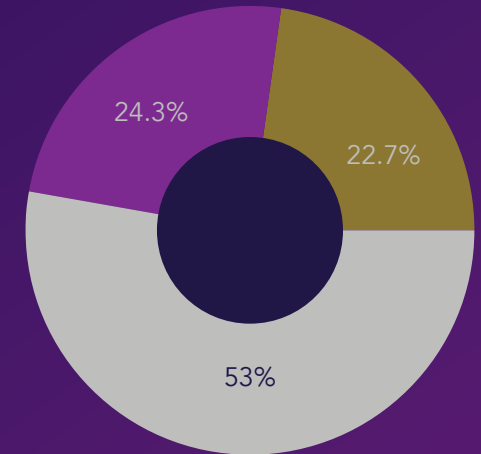
Women now make up **19%** of our senior team. Our reduction is a result of new hires, internal promotions and by demonstrating our commitment to increasing the number of women in senior roles. We are striving to reach **30% by 2020**.

In addition, we are awarding higher bonuses to women overall. Our bonus gap remains influenced by the number of men and women at the senior level, which we will continue to address during 2019 in Leidos UK and Europe.

	MEAN (AVERAGE)	MEDIAN (MID-POINT)
Gender Pay Gap 2018	16.5%	18.5%
Bonus Pay Gap	31.3%	0%

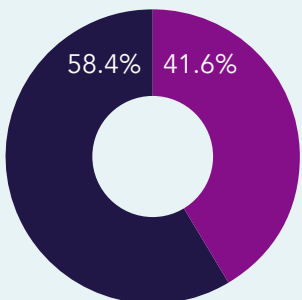
## PROPORTION OF EMPLOYEES RECEIVING A BONUS

- Women
- No Bonus
- Men

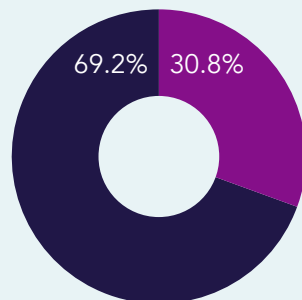


## GENDER DISTRIBUTION ACROSS FOUR EQUALLY SIZED PAY QUARTILES

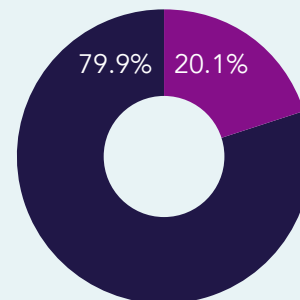
Lower Quartile



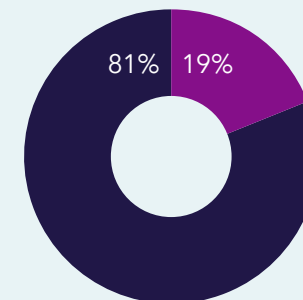
Lower Mid Quartile



Upper Mid Quartile



Upper Quartile



- Men
- Women

# Leidos UK gender pay gap and actions

## ACTION WE HAVE TAKEN TO ENCOURAGE MORE WOMEN IN STEM-LINKED INDUSTRIES

Last year we committed to do more to ensure we attract women into our technology, science and engineering UK business and we have focused on educational activities, partnering with schools, colleges and universities. Our Early Careers programme (pre-school to early 20's) delivers an education, development, mentoring and coaching programme to improve our talent and encourage more women to join the technology sector. It ensures that we can bring the right solutions for our customers while making a difference in the complex world of technology. As a result of this work, the number of young women joining our early careers programmes has increased and **40%** of our graduate intake for 2018 were women.

During 2019 we will continue to sponsor and partner with the Career Ready charity to mentor early careers and support STEM initiatives. This will enable work experience, paid internships and staging events to attract and retain new graduates and apprentices. In addition, we are members of the 5% club, with a clear focus on diversity and inclusion, bringing innovation and best practice to our business.

## KEY INITIATIVES TO SUPPORT WOMEN ACROSS LEIDOS UK

- ▶ Developing our future female leaders remains our key focus and commitment through our Leidos Women's Network Group, Leadership Development, 360 assessments, self-led mentoring, reverse mentoring and coaching programmes for our high performing females.
- ▶ Our talent acquisition strategy has concentrated on attracting more women to Leidos and developing training to support our managers during the hiring process, **27% of our hires** were women in 2018.
- ▶ In 2018, we launched 'Dynamic Working' a new approach to how we work. Supporting our culture programme, Dynamic Working is not just about flexible working, it is a much wider programme designed to suit all employees. It provides a culture focused on lifestyles and personal balance. This has enabled us to create an environment of trust, empowerment and teamwork, aligned to our values. We are committed to offering more choice, flexibility and balance to our employees, creating an environment where we can all strive to be the best and make Leidos a company we are proud to work for.
- ▶ We will continue to drive diversity, inclusion and balance across our business during 2019. Creating an inclusive culture, with one team and one voice.

## FOR MORE INFORMATION

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### NEIL WALTON

VICE PRESIDENT & MANAGING DIRECTOR  
CIVIL, LEIDOS UK



“ At Leidos we believe that building a diverse and inclusive organisation will benefit not only our organisation but be reflective of our operating environments. We are committed to reducing our Gender Pay Gap and will continue to improve the recruitment process and progression of our women. By introducing schemes such as Dynamic Working and leadership development programs, we strive to create an environment that will help drive towards this goal. In the UK, we are heavily focused on Early Careers and the development of women in STEM disciplines and partner with organisations that reflect our ethics and values to build a future pipeline of women for our sector. ”

### EDDIE HUTTON-FELLOWES

SENIOR MANAGER  
GLOBAL LOGISTICS SERVICES



“ After 20+ years of Army service, I joined Leidos, as a Senior Manager for Global Logistic Services. My previous service positioned me well to provide context and timely advice regarding how we could approach challenges commercially. Gaining early trust, I felt valued as a team member from an early stage and through a series of complex projects I have both grown and consolidated my position within the company. I have been selected to take part in the 2019 Executive Mentor Programme and I really value the opportunity that has provided to help me stretch further professionally. ”

### NALINI MURPHY

SYSTEMS ENGINEERING MANAGER



“ Working at Leidos gives me the opportunity to work in a fast paced environment with great variety and every day I always learn something new. I am a Systems Engineer/Line Manager and I am trusted to do my job to the best of my ability, based on my credentials and merits, irrespective of my gender. I have always been interested in computers from a young age and I am fortunate that I have been able to make a career out of my interests. ”