

mimeecast®

**AUSTRALIA
GENDER
PAY GAP
REPORT**

2023



Introduction

WE LEAD BY EXAMPLE - AND BY LEARNING ALL THE TIME.



Janet Prosper,
Chief Human Resources Officer
Mimecast

Mimecast believes that to ensure equity and fairness we must strive to actively advocate for women in our workforce. We work tirelessly to ensure that we hire for diversity, that we actively seek to promote women and that we put programs in place which support women and all under-represented groups to further their careers within our company.

We believe that for us to continuously evolve and innovate as a company, we need to foster a culture that is reflective of our society, and to do so we need to ensure gender equality.

Mimecast is committed to ensure diversity, transparency and equity across our organization, with inclusion as part of our core values. We want our employees to feel respected, valued, represented and successful.

As part of us wanting to improve our efforts across inclusion, Mimecast reports on the Gender Pay Gap to demonstrate transparently where we are as a company and where we would like to be going forward.

We recognize that this is still a work in progress but we are proud of what we have achieved so far and the plans we have for the future.

Women in Technology

The shortage of female talent in the cybersecurity industry is widely publicized. However, as an organization we understand the importance of a diverse workforce. We remain committed to working with the broader technology industry to encourage more women to enter careers in STEM, as well as non-technical roles within the industry. Recruiting, retaining, and engaging women in the workforce remains a priority for Mimecast.

We will continue to invest the time and resources to create a more vibrant, diverse global community of Mimecasters.



Hire More

We have doubled down on our efforts to enhance our Talent Acquisition processes to attract and acquire the best talent and increase the diversity of our workforce. Our focus on hiring has driven measurable impact. In the reporting year, about 31% of our new hires in Australia were women, contributing to a steady overall representation of women in Mimecast.



Promote More

We are fully committed to Talent Management processes including performance management and promotion that are equitable, clear, and unbiased, with transparent guidelines for all Mimecasters in Australia to access.

To increase the number of promotions for women as we move forward, we will be focusing on increasing the number of women on our Management Development Programs, the Leading at Mimecast program, BetterUp coaching and up-skilling for our individual contributors.



Retain More

Our ability as an organization to retain top talent is critical to our ability to scale with growth. Our approach to retention is supported by investing in strong leadership, a focus on cross collaboration teamwork, career development, and overall employee engagement programs to build an inclusive and engaging work environment for all. We are pleased to have been recognized by Great Place to Work Certifications in Australia for the last three years.

Methodology



What is the Australia Gender Pay Gap Report?

From 2024, WGEA will publish the gender pay gap for employers with a workforce of 100 or more employees.

This change is the result of amendments to the Workplace Gender Equality Act 2012 passed by Federal Parliament in March 2023.

What does the Australian Gender Pay Gap measure?

The gender pay gap is the difference in earnings between women and men in the workforce.

Both the base salary and total remuneration gender pay gaps are calculated and shared. To ensure comparability, part-time and casual salaries are converted to full-time equivalent earnings. The total remuneration pay gap calculations include superannuation, bonuses, and other additional payments that have been earned.

What isn't measured?

The pay gap is not a measurement of equal pay. It is one measure across all jobs by function, not a measure of the differences in pay between men and women within the same job type.

It also measures compensation earned rather than compensation that has been offered – meaning that it reflects actual results earned under individual bonuses and commissions.

Results

Mimecast Australia's overall Gender Pay Gap is 30.4% - this is above the average for our industry which is sitting at 23.37%. There are a number of things that are driving this result, including:

- The fact that we have much higher representation of males in senior leadership roles that attract higher compensation commensurate with senior levels of responsibility
- The overall pay gap takes all actual earnings into consideration, so our result is skewed by actual bonus and commission earnings based on individual results instead of on-target potential earnings.

When you consider some of the other measures, such as base salary and median compensation - Mimecast Australia is performing well above the industry averages.



	Average (mean) total remuneration	Median total remuneration	Average (mean) base salary	Median base salary
Your Organisation	30.4%	14.1%	5.1%	13.5%
Industry Comparison	23.7%	22.6%	18.2%	20.8%

Understanding the Data

Mimecast provides **differential Compensation Packages for those in Senior Roles** by offering competitive Bonus and Equity packages that encourage strong performance and employee retention amongst critical leadership positions. Roles that require strong technical expertise also attract higher pay in order to attract the best talent in an ever-growing competitive landscape. With a higher proportion of men than women occupying senior positions and technical roles at Mimecast Australia, our opportunity to reduce our gender pay gap lies heavily in the hiring and retention of Women in these areas across the business.

Additionally, the gender balance in the Go-To-Market Function has been predominantly male, further contributing to the difference in earning potential by gender. We are working closer with our female employees to support their progress and help them improve their career longevity in sales roles.



Our Compensation and Pay Equity philosophy

By ensuring that our compensation practices are equitable, we can attract and retain the best talent, increase employee engagement, and foster a more inclusive and diverse workplace culture enabling Mimecasters to do their best work, best teamwork and greatest learning.

With this in mind, the core pillars of our philosophy are that compensation should be:

1. **Market competitive** - competitive to the markets and geographies where we compete for business and critical talent
2. **Internally aligned** – across all Mimecasters and based on the design of our compensation programs
3. **Merit based** - rewards exceptional performance levels based on an objective assessment of both what and how work is done
4. **Equitable and Fair** – all employees are included, biases are mitigated and compensation practices are consistent

How do we know we're paying equitably?

- **Job Architecture:** Mimecast has a robust Career Framework in place that provides a well-defined approach as to how we define and understand roles at Mimecast. This ensures our compensation decisions are objective, consistent and aligned to pre-established guidelines and criteria.
- **Incremental Pay Audits:** During each of our major pay processes, we leverage demographic data including Gender and conduct an analysis using our Compensation Planning reports built into our HRIS to ensure equitable compensation.
- **Manager Enablement:** Our Total Rewards team in partnership with HR provide comprehensive resources and Manager training to ensure Managers and Leaders are equipped to make fair pay decisions for their teams.

SOLUTIONS

What are we
doing to close
the Gap?



Diverse Interviewers, Diverse Workforce

For Director-level and above roles, Mimecast is proud to have a process in place where members of our Employee Resource Groups and Global DEI Council participate in the interview process. Aptly called 'Future Builders', this process means we have a diverse pool of trained Interviewers who actively interview candidates, facilitate discussions on our values and assess for Inclusive leadership competencies. We are pleased to have received overwhelming positive feedback from past Candidates on the process.

Inclusive Language to encourage Diverse Applicants

We continue to focus on using inclusive language in our job adverts to help attract candidates from a diverse range of backgrounds. Mimecast continues to use an external technology-based platform that identifies words that have been shown in research to detract women and other underrepresented candidates from applying. The Talent Acquisition team actively replace these words to promote inclusion and attract a diverse applicant pool.

Inclusion Awareness Training

Mimecasters have ongoing learning and development opportunity workshops to deepen their understanding of key DEI concepts and their applicability to our work. Our annual flagship event, in recognition of Global Diversity Awareness Month in October, was attended by over 350 employees globally, where our headline speaker, Dr. Eddie Moore, delivered a thought-provoking session on the root causes of inequity and systemic biases.

Regional events were also hosted in Australia for employees to experience additional in-person discussions on inclusion and belonging. Following these events, we are pleased to have seen an increase in employees volunteering to become members of our Employee Resource Groups to help advance Mimecast's commitment to inclusion and belonging across the business.



Developing Women through Career Coaching

Our Mimecast Coaching Program, delivered by industry-leading coaching organization BetterUp, was offered to members of our Employee Resource Group (ERG) including our Women at Mimecast ERG. This program's goal is to facilitate personal and professional effectiveness and leadership capability growth.

Participants were matched with a virtual career coach and had the opportunity to access on-demand coaching support ranging from career development, communication skills, and wellness coaching.

Women and Allies Employee Resource Group

Our Women and Allies ERG, sponsored at Executive Level, continues to promote gender equality in and out of Mimecast. Two of Mimecast's Female Senior Leaders, Amber Johanson, SVP, Global Sales Engineering; and Mingyan Qu, SVP, QE and Engineering Services, act as Executive Sponsors to the ERG, providing advocacy for their members and shining a light on the importance of gender equity at work.

In addition to Mimecast's global DEI initiatives, a local Australian Action Plan, sponsored by the Regional Leadership Team in collaboration with HR has been defined to ensure we are driving inclusion deeper into the Region.

Strategic initiatives on the Action Plan include:

Leadership Education– Here, we will focus on rolling out a targeted DEI education and awareness series to help our leaders increase their understanding of our Global DEI strategy, the importance of DEI in the workplace and how true diversity can result in greater business success

Inclusive Talent Management - To drive systemic change, we will integrate inclusive design principles into our annual Talent Management processes to help us better identify under-represented, diverse talent and invest in their career opportunities. We are hopeful this will lead to an increase in diversity talent in our leadership pipeline.

Local activities to support the Global Women and Allies ERG, including launching a regional chapter with dedicated gender diversity learning experiences designed to increase local networking and foster a sense of belonging for all.



Accelerating Women in Leadership

In 2023 we launched our flagship Global Women in Leadership program MimecastHER; a program designed to empower our women to play to their unique strengths, lead authentically and thrive in their careers at Mimecast and beyond.

The program aims to:

- Drive our Talent Development and Diversity, Equity and Inclusion strategy by differentially investing in our female leaders to build a future-ready organization
- Facilitate the advancement, engagement and retention of our female talent
- Establish an active community for female leaders
- Build managers understanding about gender bias and their role in creating greater equity for women at Mimecast

We are excited to see how our talented women experience this immersive leadership program as we continue our goal of offering rewarding development opportunities to women at Mimecast.



Looking Ahead



Carly Stoneman
HR Director APAC,
Mimecast

“At Mimecast, we are proud to have a strong focus on Diversity, Equity and Inclusion and our global philosophy permeates through all elements of our business. Whilst we are pleased with the progress to date, we know there is more to be done in this incredibly important space. We will continue to drive education around this topic throughout the organisation, with our Senior Leadership Team being charged with the responsibility to challenge the status quo and drive change.

Our local Diversity Action Plan includes a range of deliverables to help us promote change in terms of closing the gap – including increasing our female representation across the organisation, increasing awareness of issues that are unique to under-represented groups through our ERG’s and fostering a culture of true inclusion through ongoing education.

I look forward to our journey of continuous improvement and I am excited to see what we can achieve together over the coming twelve months.”

To align with Australian government reporting requirements, data in this report refers to the traditional sex categories of male and female. Mimecast respects that gender is on a non-binary spectrum and reporting in this manner should not be interpreted as our position on this.



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Mimecast is a cybersecurity provider that helps thousands of organizations worldwide make email safer, restore trust and bolster cyber resilience.

Mimecast's expanded cloud suite enables organizations to implement a comprehensive cyber resilience strategy. From email and web security, archive and data protection, to awareness training, uptime assurance and more, Mimecast helps organizations stand strong in the face of cyberattacks, human error and technical failure.