

mimecast

UK Gender Pay Gap Report

2023



Introduction

We are led by our values and continuously learning.



Janet Prosper
CHRO
MIMECAST

Mimecast believes that to ensure equity and fairness we must strive to actively advocate for women and other under-represented groups in our workforce. We place DEI at the centre of our business and educate manager and Leaders to understand the value of hiring within under-represented groups.

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 organisation, 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 have seen more women promoted into senior position in 2023 than in any other year and while we recognise that this is still a work in progress, we are proud of what we have achieved so far and the plans we have for the future.

Women in Technology

The shortage of diverse talent, including women, in the cybersecurity industry is widely publicised and as an organization we understand the importance of enhancing our workforce with strong diverse talent either through recruitment or retaining the talent that we have and developing that talent through our organisation to senior roles.

We continue to invest the time and resources to increase and enhance our diverse and talented global community of Mimecasters. Our UK business currently has a ration of 30% women versus 70% men.

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. Our talent acquisition team drives diverse slates for all roles, and in 2023, approximately 36% of our new hires were women.

Female	Male	Grand Total
36	65	101



PROMOTE MORE

We remain committed to talent management processes including performance management and promotion processes that are equitable with objective evaluation criteria and transparent guidelines for Mimecasters to access.

All our managers are subject to unconscious bias training as part of the hiring and EoY performance process

In 2023, 42% of our senior manager and above promoted employees in the UK were women, increasing the number from 2022. Whilst this is not perfect we are proud to that a larger proportion of promoted women have moved to VP/Senior Director/Director and Senior Manager levels.

Row Labels	Female	Male	Grand Total
CEx	1	1	2
Finance	1	1	2
HR	3	1	4
Legal	3	0	3
P&E	3	12	15
Sales	3	3	6
Security	1	2	3
Grand Total	15	20	35
Total %	42.9%	57.1%	-

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 the programs we have in place to identify, develop, promote and therefore retain our female talent in the UK.

We have a talent planning process which goes all the way down the organisation to identify top talent. We also use a DEI lense to enable us to identify those from under represented groups, including women, and create development for those groups to enable career progression.

Methodology

WHAT IS THE UK GENDER PAY GAP REPORT?

The Gender Pay Gap Reporting (GPGR) legislation requires employers in the UK with 250 or more employees to publish calculations every year showing the pay gap between their employees who identify as men and women.

WHAT DOES THE UK GENDER PAY GAP MEASURE?

The UK Gender Pay Gap is a basic calculation of the percentage difference between average hourly earnings for men and women, regardless of the work they do. Earnings include base pay, allowances and any other bonus and incentive pay paid 6 April 2022 - 5 April 2023. The Gender Bonus Gap is the percentage difference in all incentive pay received by men and women in the 12 months up to April 2023, including bonuses and sales commission payments.

WHAT ISN'T MEASURED?

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



Results

The Mimecast gender pay gap analysis uses the government's methodology, determining hourly rates of pay for the pay period April 2023, encompassing the snapshot date of 5th April 2023. The bonus gap calculations include bonuses paid and equity released in the 12 months prior.

2023 UK PAY GAP DATA & INSIGHTS

- A positive decrease in our median hourly average gender pay gap from **16.4%** to **11.6%**
- A positive decrease in our mean gender bonus pay gap from **27.2%** to **11.0%**
- Female representation amongst our Upper and Lower Middle pay band (quartile) has steadily increased over the years since 2017
- Female representation amongst our Upper middle pay band (quartile) increased by **9%** since last year.

Hourly Pay Gap	2017	2020	2021	2022	2023
Hourly Pay Gap - Mean	-12.3%	12.5%	17.1%	8.2%	13.3%
Hourly Pay Gap - Median	17.9%	15.3%	11.3%	16.4%	11.6%

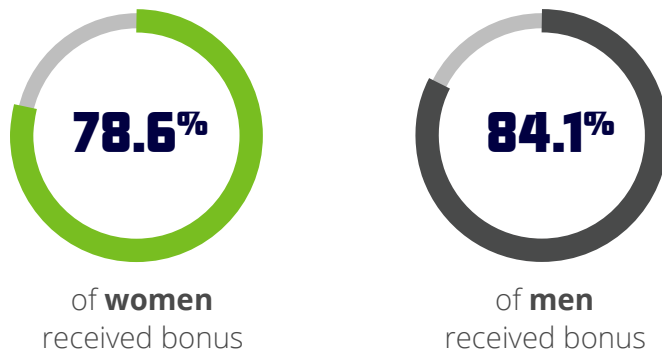
Bonus Pay Gap	2017	2020	2021	2022	2023
Bonus Pay Gap - Mean	55.0%	44.9%	26.4%	27.2%	20.9%
Bonus Pay Gap - Median	38.0%	32.5%	50.1%	23.5%	43.2%
% Females receiving a bonus	46.0%	60.2%	53.7%	77.5%	78.6%
% Males receiving a bonus	44.0%	46.1%	44.7%	69.6%	84.1%

Hourly Pay Quartiles	2017	2020	2021	2022	2023
	% of Females	% of Females	% of Females	% of Females	% of Females
Upper	19%	16%	21%	25%	25%
Upper Middle	15%	20%	18%	15%	24%
Lower Middle	26%	31%	28%	34%	32%
Lower	29%	32%	38%	34%	32%

RESULTS (CONTINUED)

- Women's mean hourly rate is **13.3%** lower than men's
- Women's median hourly rate is **11.6%** lower than men's

WHO RECEIVED BONUS PAY:



DIFFERENCE IN BONUS PAY:

- Women's mean bonus pay is **20.9%** lower than men's
- Women's median bonus pay is **43.2%** lower than men's

ABOUT MEAN AND MEDIAN: THE MEAN HOURLY RATE IS THE AVERAGE HOURLY WAGE ACROSS THE ENTIRE ORGANISATION, SO THE MEAN GENDER PAY GAP IS A MEASURE OF THE DIFFERENCE BETWEEN WOMEN'S MEAN HOURLY WAGE AND MEN'S MEAN HOURLY WAGE. THE MEDIAN HOURLY RATE IS CALCULATED BY RANKING ALL EMPLOYEES FROM THE HIGHEST PAID TO THE LOWEST PAID AND TAKING THE HOURLY WAGE OF THE PERSON IN THE MIDDLE. SO, THE MEDIAN GENDER PAY GAP IS THE DIFFERENCE BETWEEN WOMEN'S MEDIAN HOURLY WAGE (THE MIDDLE-PAID WOMAN) AND MEN'S MEDIAN HOURLY WAGE (THE MIDDLE-PAID MAN).

PROPORTION OF WOMEN IN EACH QUARTILE:

■ Women ■ Men

Upper (Highest Paid):



Upper Middle Quartile:



Lower Middle Quartile:



Lower (Lowest Paid):



ABOUT QUANTILES: PAY QUANTILES ARE CALCULATED BY RANKING ALL EMPLOYEES IN AN ORGANISATION FROM HIGH TO LOW BASED ON THEIR HOURLY RATE OF PAY, SPLITTING THE LIST INTO FOUR EVEN GROUPS AND LOOKING AT THE PROPORTION OF WOMEN AND MEN IN EACH QUANTILE. THIS GIVES AN INDICATION OF WOMEN'S REPRESENTATION AT DIFFERENT LEVELS OF THE ORGANISATION.

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, our opportunity to reduce our gender pay gaps 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 & 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 ensuring Manager and Leaders are equipped to make fair pay decisions for their teams.

SOLUTIONS-

What we will continue to do



DIVERSE CANDIDATE SLATES FOR ALL ROLES

Where candidates self-declare their demographic data, including gender and gender identity, we will continue to ensure a balanced set of CVs are reviewed, with a particular focus on those at Director and above levels to facilitate diversity in our applicant shortlists and leadership pipeline.

We also actively source candidates from all under-represented groups for senior roles. This has assisted us in having strong and diverse candidates for senior-level roles, where women represented 42.9% of total senior-level promotions in the UK in 2023.

Further, for Director-level and above roles, Mimecast leverages a Future Builders Program where members of our Employee Resource Groups participate in the interview process. This program sets us up to have a diverse pool of trained interviewers who actively facilitate discussions on our values and assess for inclusive leadership competencies amongst candidates.

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 hosted in our UK, Australian, USA and South African offices for employees to experience in-person discussions on inclusion and belonging.

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 Employee Resource Group (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.

ACCELERATING WOMEN IN LEADERSHIP

This year we launched our flagship Women in Leadership program MimecastHER; a women - centric not women - only 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

SOLUTIONS- Ongoing Programs

WOMEN LEADERS MENTORING WOMEN PROGRAMME

Designed to utilise the capabilities and learnings of Senior Women in Mimecast to mentor high potential women identified as part of the talent planning process.

The success of this programme will be measured by:

- A yet to be defined percentage increase in women being promoted in Mimecast
- A yet to be defined percentage of women being rated as over-achieving on performance

SKILLS BASED ASSESSMENT FOR INTERNAL HIRING AND PROMOTION

- Refine the capability framework and ensure that all functions have capability profiles
- When reviewing candidates for internal roles or in-role promotion we will evaluate them against the skills and capability framework removing bias from the process and ensuring that all employees in under-represented groups are treated fairly and equably
- We will put metrics in place to measure this based on percentage of women and other under-represented groups who are promoted or who gain other roles internally



Conclusion

Looking ahead...



Pippa Gray
Senior HR Director
MIMECAST

“We have seen real progress this year in the promotion of women into senior positions in Mimecast and areas where we have closed the pay gap. We have also seen DEI become front and centre of how we hire, promote and retain our employees as leaders and managers truly see the value of having a diverse workforce. However, there is always more to do to close gender gaps, promote women in Mimecast and celebrate the richness of diversity. The UK Leadership Team has seen a change in Leadership and even more emphasis placed on equity in managing employees. This team is accountable and plays an active role in making Mimecast a place where women can thrive and build an inclusive future for all, leaning into our recruitment, talent and performance programmes to hire, promote and reward women. I’m encouraged by the participation of our Mimecasters to actively lean into conversations about gender, equity and biases and to be vocal in ensuring fairness of policy and process. I continue to learn so much from them, which helps me ensure I can better support our employees and create meaningful change toward a more diverse and just workplace.”

“To align with UK 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.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.”

mimecast®



ALIVE WITH PURPOSE.

www.mimecast.com | ©2024 mimecast | All Rights Reserved | UK-05903

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.