



Gender Diversity and UK Gender Pay Gap Report



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Diversity, Equity and Inclusion makes our organisation stronger, more resilient, more innovative, and more competitive. We are passionate and committed to creating work environments where all our people everywhere are valued, respected, feel a sense of belonging and can bring their true, authentic self to work.

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Ian El-Mokadem, CEO

Message from the CEO

Our mission at RWS is 'Unlocking Global Understanding' and we are proud to embrace the diversity of our workforce. In our 2023 Engagement survey we received a 72% inclusion score from colleagues and we are committed to further developing a rich Diversity, Equity, and Inclusion programme to enable colleagues to feel a sense of belonging at RWS.

In 2023 we hosted our first Diversity Festival, across 10 days, where we ran virtual sessions on a variety of topics spanning all of our Employee Resource Groups, (Ethnicity, LGBTQ+, Women, Persons with Disabilities and Culture), to celebrate our diversity as a company, increase awareness of pertinent topics and to inspire colleagues to get involved in the next stage of our Diversity, Equity, and Inclusion journey.

We are pleased to see some improvement in gender equality at RWS in comparison with last year, in particular with regard to hiring more female colleagues, and we acknowledge that there is more to do. We are committed to listening to our colleagues, seeking their feedback and engagement, and taking action to drive further positive changes.

In this year's report, we have outlined the gender pay gap for one of RWS Holdings plc's UK entities in line with UK legislation.



What is the gender pay gap?

We are disclosing our gender pay gap analysis for 2023 in accordance with UK regulations for gender pay gap reporting. We are required by that legislation to report on employing entities in the UK with more than 250 employees. For RWS, this requires us to reference the relevant employees who were part of the entity known as SDL Limited, which had 569 UK employees on the 'snapshot date' of 5 April 2023.

The gender pay gap is the difference between the hourly rate of pay and bonus of male and female colleagues (as set out in the regulations) and expressed as a percentage difference of the hourly pay rate of male colleagues.

The gender pay gap within this report is disclosed on both a mean (average) and median (mid-point on a distribution) basis for this UK subsidiary only and provides six statutory calculations annually showing how large the pay gap is between male and female colleagues:

- Average gender pay gap as a mean average
- Average gender pay gap as a median average
- Average bonus gender pay gap as a mean average
- Average bonus gender pay gap as a median average
- Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment
- Proportion of males and females when divided into four groups ordered from lowest to highest pay

In line with the government's gender pay gap reporting regulations, the analysis has been based on pay data for hourly pay calculations and bonus calculations at the 'snapshot date' of 5 April 2023.

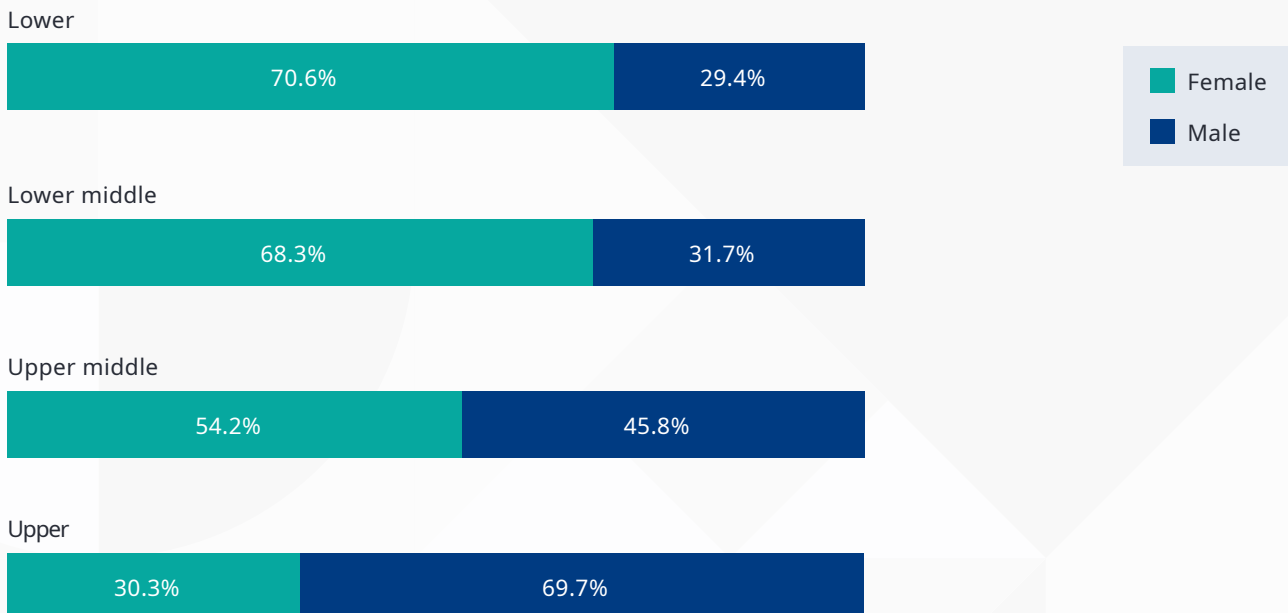


2023 UK Gender Pay Gap Report

The following table provides a summary of the results based on the six statutory calculations outlined earlier in the report.

Pay and bonus gap	Mean	Median
Hourly pay	26.3%	34.7%
Bonus	36.7%	47.9%
Proportion of employees receiving a bonus payment	Female	Male
	65.2%	64.3%

Pay quartiles showing the gender distribution in each pay quartile



What does the pay gap tell us?

Of the 569 employees included in the analysis, there are 56% female colleagues and 44% male colleagues. Our analysis shows that in the period ending on the snapshot date of 5 April 2023 the mean gender pay group remained broadly flat to the prior year (there was a 0.62% decrease) and a 4.6% increase in median gender pay gap. Unfortunately, this means we have not made significant improvement on the mean gender pay gap, and on average female colleagues at SDL Ltd earn 74p for every £1 a male colleague earns.

We do however see the mean gender bonus gap has reduced by 16.1% from last year (36.7% compared with 52.8%), with additional parity reflected in the proportion of employees receiving a bonus (64% female and 65% male). However, with more male colleagues in higher paid roles, therefore receiving higher bonuses, we recognise this continues to drive the gap in our mean and median bonus figures. Additionally, the RWS flexible working policy is more commonly utilised by female colleagues to work part-time, compared to male colleagues, which reduces the cash value of any bonuses calculated as a percentage of base salary.

With respect to the pay quartile analysis, overall, this UK subsidiary hired more female colleagues to male (60% women) in the twelve months to the snapshot, which in addition to an overall higher female headcount, is reflected in the reduced male representation across all quartiles. In the last 12 months, 52% of performance-based salary increases, such as promotions, were awarded to female colleagues, which supports the Group's ongoing commitment to career development of female colleagues to improve representation in the upper pay quartile.

As a Group we are committed to continuing to create an inclusive and diverse environment, and it is clear from our 2023 results that whilst our 2022 action plan has improved some aspects of the gender pay gap in this entity, continued focus and attention is needed in order to create significant change. We will pay particular focus on improving the representation of women in the upper pay quartile, providing career development opportunities to enhance internal mobility for female talent, and we are currently rolling out our new job architecture framework which will also enable and support our focus in this area.



Taking further action – our plan

We are continually seeking ways to improve equality across the RWS Group, fostering an inclusive environment where everyone has the opportunity to be their best. Alongside our people strategy, we have a number of initiatives in place to ensure that we continue to improve and drive equality across our business.

Job architecture

We have recently developed a new job architecture framework, where every role in RWS now fits into job bands and job families. This framework is an important foundation for reward and talent management practices across RWS. It will help ensure our organisational structure is aligned with our business needs, support career development and ensure competitive pay comparison.

Inclusive recruitment

Our talent acquisition team continues to be focused on gender equality across our recruitment programmes and in October 2023 we confirmed the appointment of our first female Chairman. The recent launch of our new Talent Acquisition System will also provide a consistent and enhanced candidate experience across RWS.

Flexible working policy

We have evolved our thinking and approach to flexible working to enable our people to seamlessly work across virtual and physical environments, collaboratively and safely. Whilst we are committed to enabling our colleagues to work flexibly, we are asking our hybrid colleagues to spend a minimum of 2 days in the office per week, as we see huge value for teams being in the office together to create strong working relationships and enhance collaboration.

Employee Resource Groups (ERGs)

Volunteers for our ERGs, (Ethnicity, LGBTQ+, Women, Persons with Disabilities and Culture) actively promote a sense of belonging and help colleagues to realize their full potential. Overall, these voluntary ERGs exist to:

- Promote diversity and inclusion by helping develop people, increase their engagement, and expand marketplace reach
- Bring people together who share similar characteristics, life experiences, interests and/or goals
- Create safe spaces for networking and support
- Raise awareness, share ideas, thoughts and learnings
- Spark change through actions that can be taken collectively and individually

Employee experience

Our employee experience team delivers a programme of regular communications to all colleagues, keeping everyone informed on the latest initiatives and celebrating global awareness days. This includes International Women's Day, Mental Health Month, Black History Month and PRIDE Month; supported by external speakers, inspirational stories, and resources to enhance everyone's awareness and understanding of important topics.

Taking further action – our plan

Social responsibility and volunteering

As part of our focus on ESG, in 2023 we were pleased to relaunch the RWS Foundation, with a renewed purpose and focus on unlocking global understanding. To align with this, we are providing opportunities for all colleagues globally to take up to 5 days a year, on top of annual leave, to get involved in their communities and charitable projects of personal importance.

Remarkable Women Stories

We have been proud to showcase the stories of RWS female professionals through the Remarkable Women Stories series on LinkedIn. Representing a variety of leadership levels, geographical areas, ages and expertise, our female professionals share their career journeys, the women who have inspired them, and why RWS is an empowering place to work with great diversity and inclusion, work-life balance, and growth opportunities.



Executive summary

Through our action plan, we are committed to driving further progress on closing the UK Gender Pay Gap and making tangible improvements across the RWS Group in the coming year.

Areas we are focused on improving include the median and bonus pay gap and increasing the number of women in more senior positions. Thirty-nine per cent of our Senior Leadership Team is now female, testament to our continued commitment to improve opportunities for women in leadership roles.

We will continue to invest heavily in career development, supported by our job architecture framework, our transformation programmes to enable enhanced collaboration and provide colleagues with the necessary tools to perform at their best, and our partnerships with universities to attract, engage and develop the next generation of colleagues to be part of our global team.



Candida Davies
Chief Financial Officer
23 November 2023

About us

RWS Holdings plc is a unique, world-leading provider of technology-enabled language, content and intellectual property services. Through content transformation and multilingual data analysis, our combination of AI-enabled technology and human expertise helps our clients to grow by ensuring they are understood anywhere, in any language.

Our purpose is unlocking global understanding. By combining cultural understanding, client understanding and technical understanding, our services and technology assist our clients to acquire and retain customers, deliver engaging user experiences, maintain compliance and gain actionable insights into their data and content.

Over the past 20 years we've been evolving our own AI solutions as well as helping clients to explore, build and use multilingual AI applications. With 40+ AI-related patents and more than 100 peer-reviewed papers, we have the experience and expertise to support clients on their AI journey.

We work with over 80% of the world's top 100 brands, more than three-quarters of Fortune's 20 'Most Admired Companies' and almost all of the top pharmaceutical companies, investment banks, law firms and patent filers. Our client base spans Europe, Asia Pacific and North and South America. Our 65+ global locations across five continents service clients in the automotive, chemical, financial, legal, medical, pharmaceutical, technology and telecommunications sectors.

Founded in 1958, RWS is headquartered in the UK and publicly listed on AIM, the London Stock Exchange regulated market (RWS.L).

For further information, please visit: www.rws.com

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