

BMC Software Limited

UK Gender Pay Gap Report 2018

Innovation, respect for others, and integrity are core to BMC Software. Attracting and retaining a diverse workforce will keep our innovative spirit strong and drive our company forward. Always respecting individuals and operating with integrity ensures a workplace where everyone can give their best and be rewarded for performance.

Equal gender representation—which is at the heart of the gender pay gap—is particularly challenging in the technology sector, as well as in the highly technical and specialized roles that dominate BMC’s UK workforce.

A more balanced gender workforce will take effort, and we are committed to fostering employment opportunities that further equal opportunities for all individuals, irrespective of gender, race, colour, age, or any other protected characteristic. Similarly, we strive to create a culture and environment that enables all employees to realise their full potential and maximize their contribution.



BMC Software in the UK

Women and men at BMC Software in the UK earn comparable pay when you consider differences in roles, markets, and performance. The gender pay gap, which is different than equal pay, is the result of lower representation of women in the workforce.

The chart below illustrates the representation of women at BMC Software in the UK in 2018.

Pay Quartiles

Pay quartiles show gender distribution across four equally sized groups.

	♀ Women	♂ Men
Upper Quartile	16%	84%
2nd Quartile	4%	96%
3rd Quartile	16%	84%
Lower Quartile	39%	61%

There was some progress in 2018 with women making up 16% of the highest-paid roles compared to only 3% in 2017.

Gender Pay Gap vs. Equal Pay

The gender pay gap as defined in the UK's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 is the measure of the difference between all male and all female employees' hourly pay and bonus earnings.

The gender pay gap should not be confused with equal pay (or pay equity). Equal pay is the legal requirement to pay men and women performing the same or similar work at the same rate. This has been a requirement in the UK for over 40 years, and we remain committed to pay equity.

Contributing Factors

Industry Dynamics

The gender pay gap reflects the fact that there are fewer women in the technology sector, fewer women in specialist positions that carry a premium in the market, and fewer women in senior positions. The last point is critical because senior positions earn higher levels of bonuses and long-term incentive rewards, which is why the bonus gap reported is larger than the pay gap.

UK Workforce

The pay gap also reflects the make-up of BMC's UK workforce, which is heavily dominated by sales and highly specialized technical roles. The company's corporate headquarters is in the US, where the majority of corporate and executive roles are based. The nature of the work done by our UK employees contributes to the pay gap and even more so the bonus gap, given the incentive schemes these employees are eligible for. Our increased focus on gender balance across the workforce will help to reduce this gap.



Understanding the Numbers

Mean

The mean is calculated by adding up the total pay of employees and dividing by the number of employees. This calculation is completed separately for male and female employees, and the totals are compared. While useful, this ‘true average’ is easily skewed by a small number of high or low earners. Reporting both mean and median figures provides a more rounded appreciation of the data.

Median

The median is the number that is in the middle of a ranking of pay from lowest to highest. This is broadly understood to be the best representation of ‘typical’ pay as extremes of low and high pay do not affect the median.

	Mean	Median
Pay Gap	38.3%	32.0%
Bonus Gap	58.1%	65.7%

	♀ Women	♂ Men
Bonus Participation Rate	91%	94%

In accordance with UK legislation, the gender pay gap numbers in this report are based on individuals employed by BMC Software Limited as of 5 April 2018. The quartiles data, as well as the mean and median pay and bonus gap numbers are limited to employees receiving full pay on that date.

The salary figures used in the calculations are before any deductions have been made in respect of salary sacrifice.

I can confirm that the data presented here are accurate.



Arno ter Avest
BMC Software Ltd.

Our Commitment

Attracting and retaining people from diverse backgrounds broadens our organisation's perspective and can drive our innovation and performance forward. We cultivate an open and supportive environment through a variety of efforts.

Training

All employees are required to complete annual training about diversity, equal opportunity, and harassment, and we are increasing the required training about sexual harassment. Additionally, we have placed a particular focus on reducing unconscious bias in recruiting and throughout employment.

Flexibility and Support

BMC has equipped our global employees with digital tools that make it easy for them to connect to the resources they need to be productive when and where they need to. By enabling flexible work arrangements, we are able to recruit from a broader talent pool and provide more options for finding balance. More than half of our UK employees work from home offices, and additional employees have flexible work arrangements. Globally, BMC has a strong culture of work flexibility for all employees.

We are also working on introducing in 2019 an emergency dependent back-up care benefit. When regular child or elder care arrangements fall through, this benefit will help provide BMC UK employees peace of mind for their families and allow them to maintain their focus on contributing productively to BMC.

Leadership, Networking, Mentoring

BMC's global Women in Technology and Business employee group gives women employees opportunities for leadership development, networking, and mentoring. In the UK, we are a diversity sponsor for the Women in IT Awards. Our position as a diversity sponsor allows us to see how others in our industry are addressing the gender pay gap, helping us to generate ideas and keeping us informed of current trends and thought leadership. Through activities like these, we are committed to supporting and encouraging women in the male-dominant technology sector.

Increasing Representation

Increasing the number of women across our business and, in particular, in our more senior positions continues to be a focus at BMC, and progress on this front will help us to close the gender pay gap. This is an industry-wide issue, and we recognise it will take time and effort to achieve this aim. We are pleased that over the last year, BMC has been successful in increasing recruitment of women across the business.

Building the Pipeline

We strongly believe in spreading awareness within schools and local communities about the opportunities available in technology careers, and we participate in building the future female pipeline for STEM organisations.

Key members of our team are STEM Ambassadors, helping to promote science, technology, engineering, and mathematics among students. Within these programmes, some initiatives have been specifically targeted at attracting females to the technology sector.

In the UK, we are involved in the 'Learning to Work' scheme which involves working with schools to introduce students to BMC and the technology industry. One of our key goals in this initiative has been to attract more females into the technology sector from an early age.

About BMC

BMC helps customers run and reinvent their businesses with open, scalable, and modular solutions to complex IT problems. Bringing both unmatched experience in optimization and limitless passion for innovation to technologies from mainframe to mobile to cloud and beyond, BMC helps more than 10,000 customers worldwide reinvent, grow, and build for the future success of their enterprises.

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