

Gender Pay Gap Report 2020

Blue Yonder Technology Solutions (UK)



Blue Yonder Technology Solutions (UK) Ltd, (Blue Yonder (UK), (formerly JDA Software UK Ltd) provides the leading AI-driven supply chain management (SCM) platform.

Our end-to-end solutions span supply chain and retail planning, execution, delivery and workforce management. Our mission is to empower companies to better predict, make and deliver exactly what their customers want – when, where and how they want it. We power free-flowing, connected global commerce – without wasted materials, energy, costs or time – to accelerate economic growth, sustainability and prosperity. Blue Yonder delivers a more Autonomous Supply Chain™ for **4,000** of the world's leading companies including **75 of the top 100 retailers, 77 of the top 100 consumer goods companies** and **8 of the top 10 global 3PLs**.

Blue Yonder is the world leader in digital supply chain and omni-channel commerce fulfillment. Our intelligent, end-to-end platform enables retailers, manufacturers and logistics providers to seamlessly predict, pivot and fulfill customer demand. With Blue Yonder, you can make more automated, profitable business decisions that deliver greater growth and re-imagined customer experiences. Blue Yonder – **Fulfill your Potential™**

What is the Gender Pay Gap?

Under UK legislation, from 5th April 2017 all UK employers with 250 employees in any one entity is required to report their gender pay gap annually. This is the fourth consecutive year that Blue Yonder UK have reported results.

This report represents the gender pay data for Blue Yonder (UK) as at 5th April 2020 and complies with the current regulations on Gender Pay Gap Reporting.

It is important to reiterate that equal pay differs from the gender pay gap. Pay gaps seek to highlight disparities in pay between different groups of employees. A gender pay gap shows the difference between the average earnings of men and women over a period, irrespective of their role or seniority and across the entire relevant

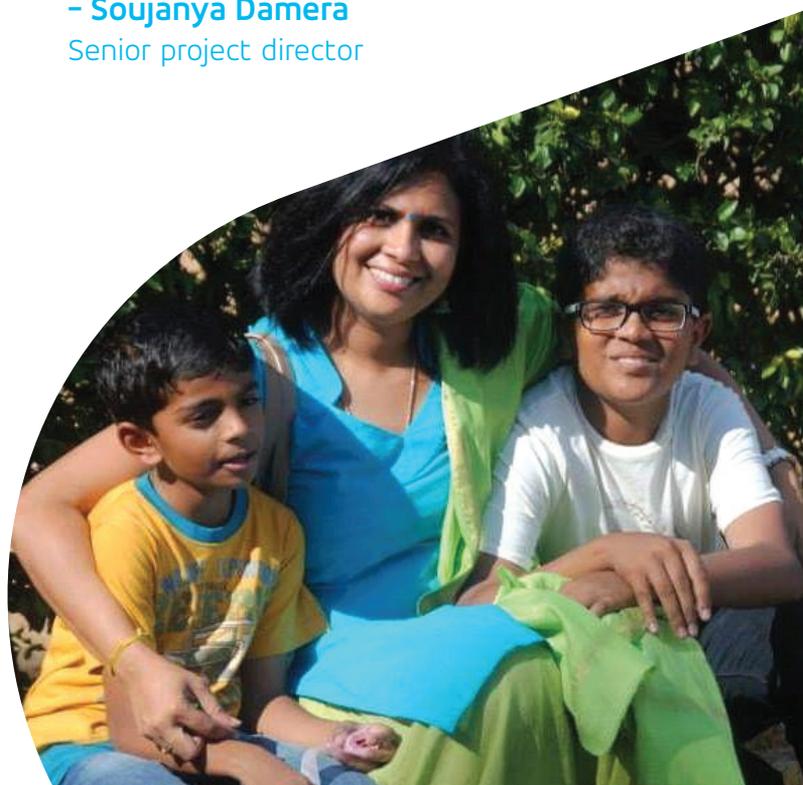
employees. Results are expressed as a percentage of men's earnings. Equal pay is defined in the Equal Pay Act 1970 as men and women performing equal work and therefore receiving equal pay.

The legislation requires the reporting of:

- The mean gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The median bonus gender pay gap
- The proportion of males receiving a bonus payment
- The proportion of females receiving a bonus payment
- The proportion of males and females in each quartile band

“ We have a real commitment to women's careers and leadership at Blue Yonder. Our CEO has made the commitment to giving more women a seat at the table. He recognizes that just having women in meetings doesn't suffice and he makes the effort to understand who will make an impact and take things to the next level. ”

– Soujanya Damera
Senior project director



Gender Pay Gap

Blue Yonder (UK) has a mean gender pay gap of 17.2%. This demonstrates a slow and steady improvement from previous years and is below the market average for the technology industry.



Gender Bonus Pay Gap

The Blue Yonder (UK) company bonus scheme is based on both individual and company performance. All current Blue Yonder (UK) employees are eligible to participate in the company corporate bonus or sales incentive plan.

As previously reported, some employees were not eligible for a bonus during the reporting period as they may have an employment start date after the eligibility date of 1st October 2019, although they will be entitled to be participate in the scheme the following year.

Bonus payouts are pro-rated based on hire date and any changes of pay or position during the year. Associates must be actively employed at the time of the bonus payout to receive payment. Associates taking non-full pay/unpaid leave, such as maternity leave, long term sick leave and sabbatical leave will also receive a pro-rata bonus although are excluded from this report as they are not full paying relevant employees.



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



The Gender pay gap is typically less favourable in the technology sector compared to general industry (Mercer 2017). Blue Yonder (UK)'s representation of females is typical of the industry average with a gender split of Male 74% Female 25%, Not Declared 1%. During the snapshot period, 35% of all new hires at Blue Yonder (UK), were female and of those, 3% were hired into the upper quartile. It is the underrepresentation of females, particularly at a senior level that is one of the main drivers of our gender pay gap.

In August 2014, Blue Yonder (UK) established the Women's Interest Network (WIN). WIN provides collaboration, mentoring, advocacy and development opportunities for women to realise their full potential at Blue Yonder.

WIN are proud to have established over 400 mentoring relationships formed by the program since its inception. Mentoring can be a valuable part of the development of Blue Yonder associates and associates who have been mentored reported increased self-confidence and self-reliance, improved cross-functional understanding of their roles in the company and feeling more engaged in their work.

The network continues to bring visibility of talented women within the organisation, championing and supporting the careers and development of its members.

To go beyond the gap, we need to explore all areas of diversity and inclusion, not just gender, cultivating a sense of belonging at work and in life. We define inclusion as practices that provide an equitable and fair distribution of resources, such as jobs, income and access to opportunities and information, which ultimately drive and support a culture where all members can thrive.

We are committed to diversity and inclusion and launched DIVE (Diversity, Inclusion, Value and Equality) in 2020. Fundamental to our culture, making a difference requires commitment and action with passionate leaders who value different perspectives. Our goal is for each and every one of us to fulfill our highest potential, be challenged in the work that we do, and embrace our uniqueness.

Allyship is also important and championed by the leadership team to help us all succeed and thrive whilst helping Blue Yonder become more innovative and productive.

Cultivating talent isn't the hard part – cultivating opportunity for all is. We are proud to be an Equal Opportunity employer. We want our associates to bring their authentic selves to work every day. We know that the best businesses are diverse and inclusive. Our unique talents make for great ideas, empathetic workplaces and drive results.

We are hiring for Results. With only one in four STEM (science, technology, engineering, mathematics) jobs held by women, we are committed to increasing opportunity through internships and entry level roles with female leaders within Blue Yonder. Our revamped hiring method is strategic, scalable and simple, which emphasises interviewing excellence, accountability, diversity and a stellar candidate experience.

With a culture based on collaboration and respect, Blue Yonder is dedicated to promoting an inclusive atmosphere that fosters innovation, encourages creativity and supports personal and professional growth.

“ In 2020, we saw a significant change in BlueYonder globally, centered on equality and opportunity for all. With racial injustice, gender discrimination, workforce imbalances, deep-seated biases, stereotypes, and misconceptions speak to the importance of diversity and inclusion. While we have made great strides, we must do more, and we must do better. This is just the beginning. ”

- Nathalie Carruthers
Chief Associate Success Officer



Appendix

Full Pay Relevant Employee

A full pay relevant employee is any employee who is employed on the snapshot date and who is paid their usual pay during that pay period. Those employees that receive a lower rate of pay due to being on leave are not a full pay relevant employee and are excluded from the gender pay gap calculations. Please note that those employees excluded from the gender pay gap calculations are included in the bonus calculations if applicable.

Ordinary Pay

Ordinary pay includes basic pay, allowances, pay for leave and shift premium pay. Pay related to overtime, redundancy, termination of employment, pay in lieu of annual leave or benefits in kind are not included in ordinary pay.

If the period for which a bonus was received is the same as the relevant pay period, the full amount should be included in ordinary pay. If the period for which a bonus was received differs to the pay period, full amount should be excluded. For example, commission payments paid in April 2020 but relating to quarter one have not been included as this differs to the relevant pay period.

Bonus

For the purpose of gender pay gap reporting, bonus includes anything that is related to productivity, performance and commission. Bonus does not include any pay which is related to overtime, termination of employment or redundancy and pay in lieu of annual leave.

Relevant bonus period

The preceding twelve months ending on the snapshot date of 5th April 2020. Therefore, for this report the relevant bonus period is any bonus paid from 6th April 2019 to 5th April 2020.

Mean

A mean average involves adding up all of the numbers and dividing the result by how many numbers were in the list.

Median

A median average involves listing all of the numbers in numerical order. If there is an odd number of results, the median average is the middle number. If there is an even number of results, the median will be the mean of the two central numbers.



