

Gender Pay Gap Report 2021

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 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 Technology Solutions (UK) Limited at the snapshot date of 5th April 2021.

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



Gender Pay Gap

In the technology industry, the Gender pay gap is stereotypically adverse compared to general industry. Blue Yonder (UK) has a mean gender pay gap of

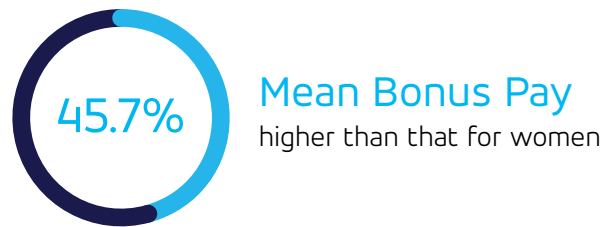


Gender Bonus Pay Gap

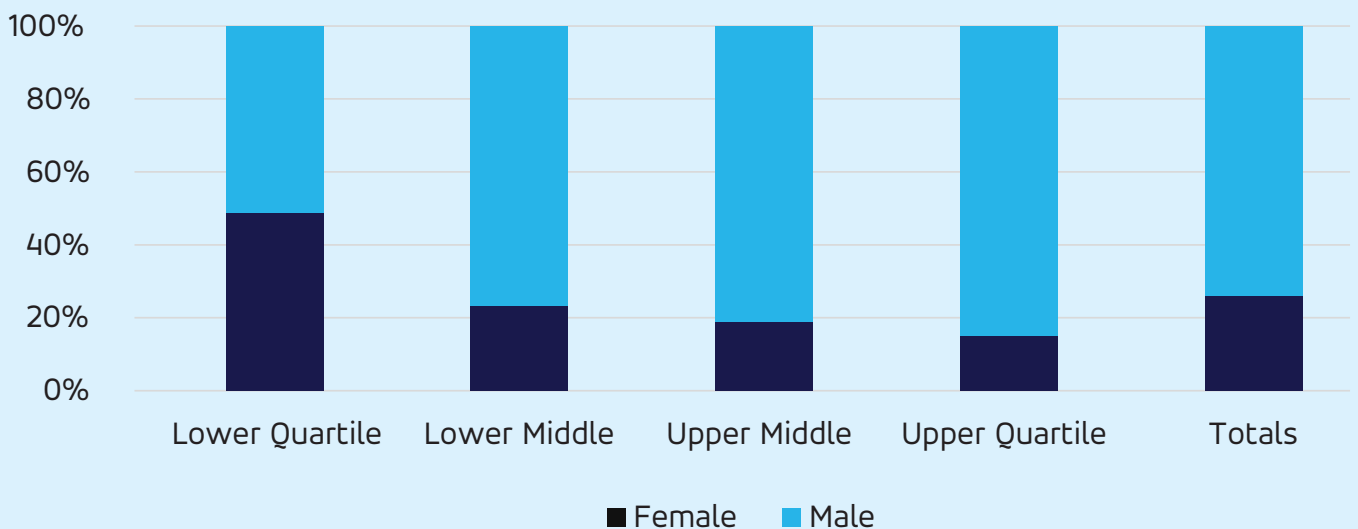
The Blue Yonder (UK) company bonus scheme is based on individual and company performance. All current Blue Yonder (UK) employees are eligible to participate in the company corporate bonus or sales incentive plan.

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 2020, 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 non-full paying relevant employees.



Proportion of Males and Females in each Pay Quartile



The gender pay gap is influenced by our structure and Blue Yonder (UK)'s gender representation is 73% Male and Female 27%. During the snapshot period, 24% of all new hires at Blue Yonder (UK), were female. There is undoubtedly a challenge with recruiting top female talent and although we are growing our female representation, the growth is in the lower pay quartiles. 3% of female new hires during the snapshot period were in the upper pay quartiles. It is this lower representation of females that is a major contributor to our Gender pay gap.

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. Blue Yonder foster an inclusive culture at all levels attracting talent from different backgrounds to build a culture that is as diverse as the world around us.

We are committed to diversity and inclusion and DIVE (Diversity, Inclusion, Value and Equality). 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.

We introduced DIVE in 2020 to create an inclusive culture and increase diversity in our workplace. We have outlined a learning curriculum and conduct associate education through LinkedIn Learning, with courses such as "Confronting Bias" and "Inclusion During Difficult Times." We have launched an external blog series called "DIVE In" as our pledge to explore the topics and issues that will only help breathe more inclusion into our workplace and bring to light the biases, sensitivities and issues that may inhibit us to reach a truly inclusive culture.

We have established Associate Resource Groups such as the Women's Interest Network (WIN), dedicated to attracting and advancing more women to and within Blue Yonder. These Associate Resource Groups serve and support underrepresented groups, ensuring all associates have the opportunity to reach their full potential. We encourage all associates to participate as allies and aim to promote diversity, openness, inclusiveness, and belonging.

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 within Blue Yonder. Our revamped hiring method is strategic, scalable and simple, which emphasizes interviewing excellence, accountability and diversity. Blue Yonder 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.

“While we made great strides in 2020, we must do more, and we must do better. This is just the beginning. Our journey to diversity and inclusion is foundational to our culture. Diversity, Inclusion, Value and Equality (DIVE) is our strategy for fostering an environment we can all be proud of. An environment where associates can grow and thrive with the freedom to be unique and authentic, where every voice is heard and all perspectives are welcomed in an environment that embraces individuality. We're also committed to transparency in our diversity. This is the beginning of an important phase in our journey, and one we are fully committed to. 2020 was critical for Blue Yonder as diversity and inclusion became a laser focus for us.”

- **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 2021 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 2021. Therefore, for this report the relevant bonus period is any bonus paid from 6th April 2020 to 5th April 2021.

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.



