



# UK Gender Pay Report 2024

Zebra Technologies Europe Limited, Registered Office: Dukes Meadow, Millboard Road, Bourne End, Buckinghamshire, SL8 5XF, UK. Registered in England and Wales with Registered Number 2881068

## Key Facts about this Report

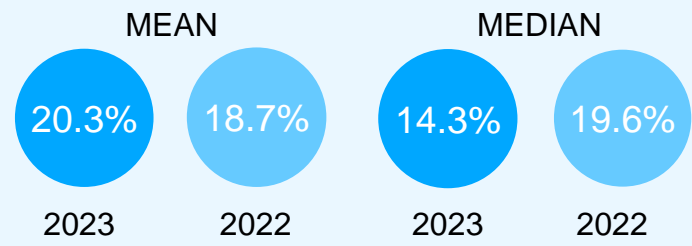
- The Equality Act 2010 Regulations 2017 requires organisations with over 250 UK-based employees to publish their gender pay gap by April 2021.
- Gender Pay Reporting involves six calculations that show the difference between the average earnings of men and women in our organisation, based in the UK.
  1. Average gender pay gap as a mean average
  2. Average gender pay gap as a median average
  3. Proportion of men and women when divided into four groups ordered from lowest to highest pay.
  4. Average bonus gender pay gap as a mean average
  5. Average bonus gender pay gap as a median average
  6. Proportion of men receiving a bonus payment and proportion of women receiving a bonus payment
- Data for all pay grades is analysed; individual data is not published.
- **It is a different calculation to equal pay**, which requires men and women to be paid the same for carrying out the same job, similar jobs or work of equal value.



## Zebra's Global Total Rewards Overview

- Zebra recognises that our employees' passion and commitment enables Zebra to achieve our mission and vision to create a smarter, more connected business community through innovative products and solutions that enable visibility.
- **We believe that inclusion and diversity is key to helping us attract, motivate and retain top talent.**
- Our Total Rewards Programme is based on market-driven salaries and incentive targets as well as programmes to support and encourage career development and professional growth across diverse groups.
- By monitoring the pay gap between men and women we can better understand the gap and its drivers, and target action to reduce it.

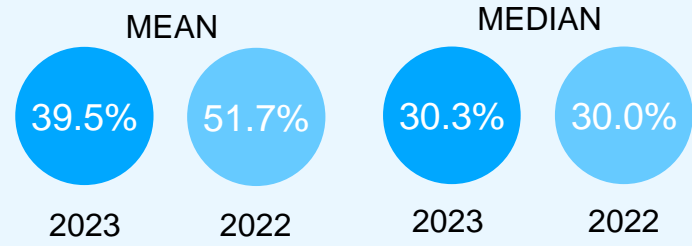
### HOURLY EARNINGS Gender Pay Gap



The mean is the difference in the average hourly pay for women compared to men by dividing the sum of the data set by the number in the data set.

The median represents the middle point of the population. Half of the population are above the median and half of the population are below it.

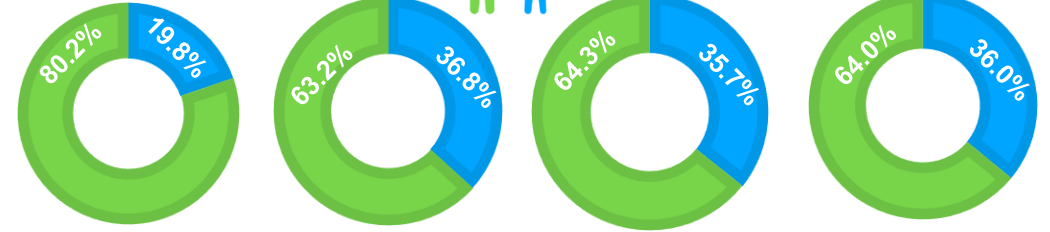
### BONUS PAY Gender Bonus Gap



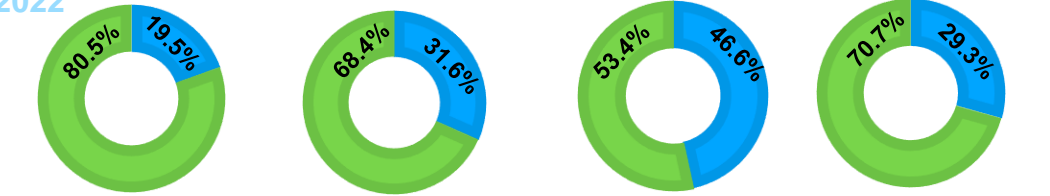
The mean is the difference in the average bonus pay for women compared to men by dividing the sum of the data set by the number in the data set. The mean bonus gap is obtained by comparing the women's mean to the men's mean.

The median represents the middle point of the population. Half of the population are above the median and half of the population are below it. The median bonus pay gap is obtained by comparing the women's median to the men's median.

### PAY QUARTILES 2023



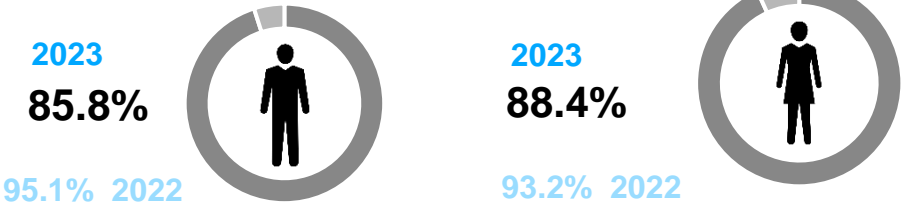
### 2022



Quartiles represent pay rates from lowest to highest, divided into four equal sized groups.

### BONUS EARNINGS\*

Proportion of men and women paid a bonus



\*All employees are eligible for a bonus (excluding interns). Some new hires may not have reached a payment date.

## Understanding Our Numbers

### Positive Indicators

- The median hourly gender pay gap decreased by 5.3% from last year, with progression of female talent between the Lower & Upper Middle Quartiles contributing to this trend.
- Female talent in the Upper Middle Quartile increased by 5.2% YoY, with balanced gender representation of male and female promotions at Mid-Level Management & Director promotions through the same period.
- Additional Lower Quartile talent YoY (6.7%) reinforces our focus on talent pipeline at all levels.



### During 2023

- The Women's Inclusion Network (WIN) is our global ERG for women with over 70 members based in the UK.
- Our UK WIN and EDGE (early careers ERG) members and allies have actively supported work in the community to advance visibility to STEM careers, in conjunction with the Education Business Partnership and the National Literacy Trust.
- In partnership with SpringPod, Zebra employees developed a virtual work experience programme, completed by >200 female students across fields of UX, Software Development and Industrial Design.

### Investments

Focusing on talent pipeline at all levels, Zebra continues to run early careers programmes. Our interns include a balance gender representation of early career professionals, across multiple business disciplines, with future hiring focused through partnerships like SpringPod.

Advancing talent though their career includes sponsorship of Sales professionals through the Level 4 Apprenticeship Sales Executive Diploma and more recently includes Engineering Technicians and first level Supervisory training across UK sites.

### Culture

Our vision is to leverage a diverse workforce where employees can bring their best selves to work, to be an inclusive workspace where all employees are seen, heard, valued and respected.



We encourage all employees to contribute to I&D through our 4C Framework below:

- ❑ **Culture** – Advancing culture of belonging through continuous learning.
- ❑ **Career** – Providing insights to inspire curiosity for progress and equity.
- ❑ **Community** – Connecting actions in community with our philanthropy philosophy.
- ❑ **Customer** – Advancing customer relationships through shared I&D aspirations.

## Our Action Plan & Continued Focus to Address the Gap

### Policies & Practices



- Our I&D Advisory Council, comprised of Executive Leadership Team members and leaders of our Employee Resource Groups (ERGs), now includes our newly launched Zebra Parents & Caregivers ERG to support continued policy development.
- We will review our overall I&D progress through our inclusion survey scores, ERG engagement, diversity of candidate slates, succession plans, and voluntary turnover, as part of our Company-Wide I&D aspirations.

### Learning & Development



- We will continue to provide a variety of I&D training, including unconscious bias awareness training for all employees and mandatory Inclusive Leadership workshops for all people leaders.
- Our Executive Leadership Team is accountable for sponsoring talent across the organisation. The pool of high-performing talent poised for sponsorship includes individuals from historically underrepresented groups, which is new this year.

### Talent Acquisition & Community Partnerships



- We have established outreach partnerships globally to forge meaningful relationships within the communities Zebra operates, enabling broader talent outreach and visibility to future opportunities in STEM careers.
- In the UK this includes partners like the Education Business Partnership, SheCanCode, SpringPod and more recently Global Purpose Enterprise (with a more intersectional focus across gender and ethnicity through our local outreach).
- We will continue to focus on ensuring equity throughout our talent process and provide training and resources for people leaders to support their role in diverse talent acquisition.

## Our Commitment

Zebra is committed to building an inclusive and diverse talent pool which is better prepared for the future. Managing inclusion and diversity is and will continue to be a critical component of Zebra's talent management philosophy. We confirm the information and data reported are accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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