

## Why is this report being released?

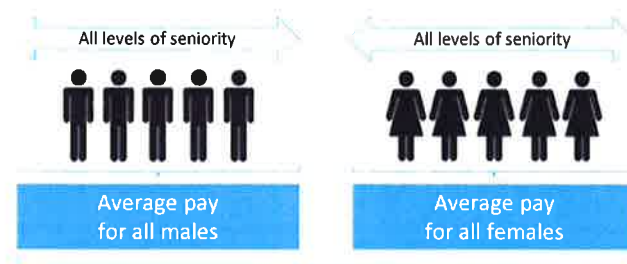
The Government has introduced new gender pay gap (GPG) regulations, which are designed to encourage employers to take informed action to reduce their GPG where one exists.

These regulations came into force in April 2017 and require large employers to report their GPG data.

We are committed to ensuring that everyone in the company has an equal chance of success and that women and men with the same performance and experience in equivalent roles are paid equally.

## How is the Gender Pay Gap calculated?

Gender pay, as defined by the recent legislation, is distinct from equal pay as it is not measuring pay for roles of the same level. Instead, it compares the average pay of all the men with all the women in the company regardless of role or seniority.



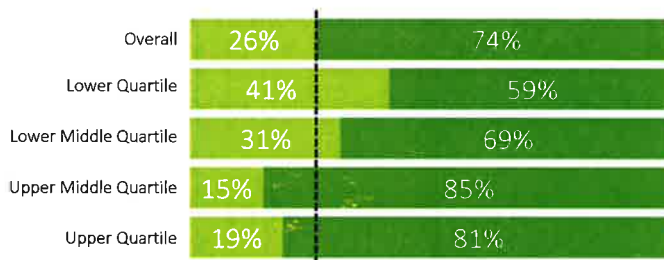
**GPG = % difference**

## What is the gender split at CACI Ltd?

Overall Gender Split of Full Pay Relevant Employees



Gender Split



## The Gender Pay Gap at CACI Ltd

- Whilst our GPG data shows a pay gap between men and women, this is due to the higher number of men at senior levels.
- When we take the mean (average) hourly rates across the whole company, women are paid **21.5%** less because women are outnumbered by men in senior roles.
- When we look at bonus pay, our average GPG rises to **43.8%**. Again, this is because there are significantly more men at senior levels.
- In 2018, the UK Private Sector GPG mean was 20.3% (compared to CACI Ltd 21.5%) - source: ONS.

Women's hourly rate is	<b>21.5% lower</b> (mean)	<b>27.9% lower</b> (median)
Women's bonus pay is	<b>43.8% lower</b> (mean)	<b>10.0% lower</b> (median)
Proportion receiving bonuses	<b>39.6%</b> of males	<b>44.3%</b> of females

## Key areas of focus for coming years...

**Gender parity** is a priority for the company and for society more generally. There is no one solution that will address the gender pay gap. However, we can focus our efforts to help **gradually reduce this gap**, by devising ways to retain, develop and accelerate the progression of talented women within the company.

We firmly believe in appointing the best candidate into a role, regardless of their gender or other factors under the Equality Act. We will look at how we can **attract more women into the business**, particularly into **technical and senior roles** where there is a far greater proportion of men than women.

We don't have all the answers but an understanding of what the issues are and how we might address them will **drive our ability to get this right**.

