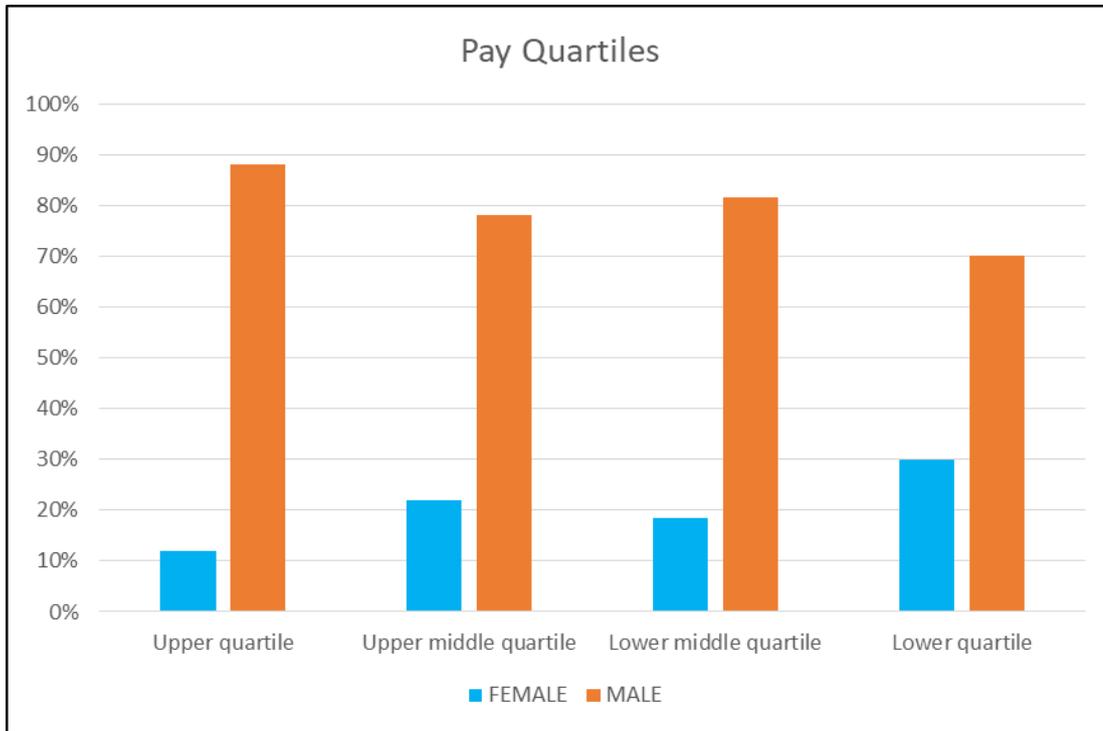


Mean Gender Pay Gap	Median Pay Gap	Mean Bonus Gender Pay Gap	Median Bonus Gender Pay Gap	Males Received Bonus Pay	Females Received Bonus Pay
•17%	•12%	•80%	•0%	•16.5%	•10%



Gender pay reporting is now required for companies with over 250 employees. Xaar is reporting as Xaar Plc, including all UK subsidiaries. The snapshot date for Xaar’s data is 5th April 2018. At that point Xaar had 433 relevant employees: 344 male and 89 female.

The Office for National Statistics estimates the overall pay gap in the UK to be 17.9% in favour of males; it is fundamentally important to understand that this does not necessarily mean men are paid more money for doing the same job. At Xaar we are committed to ensuring we pay based on merit not gender and we regularly monitor our pay awards to ensure that we pay the same rate for similar roles.

Xaar’s Mean Gender Pay Gap stands at 17.43% which is just below the UK average and is an improvement on our gap last year. This is a reflection that our Executive Team appointed a female CFO just after the report in 2017, as well as a small shift in the ratio of male to female in workforce.

The gap in the bonus pay metrics is similarly skewed by share based payments and bonuses to a relatively small number of senior positions, who were predominantly male.

We appreciate that improving our diversity will improve our results, and we continue to work on improvements over the longer term. A large part of Xaar’s gender balance gap is due to the challenges of recruiting women into science and technology roles. Nevertheless we are continuing to work on increasing our gender balance in the following ways:

- ✓ Xaar operates in a male dominated industry and we are working to ensure that our hiring managers are trained to understand and recognise gender bias. We do, however, receive significantly fewer applications from females for

technical roles. Our Talent Acquisition team assists hiring managers by giving practical advice, support and monitoring for gender bias. We seek to have both female and male candidates as part of the hiring pool whenever possible.

- ✓ Xaar is supporting Cambridgeshire *Engineers of the Future* by sponsoring local schools' Imagineering clubs which is designed to introduce children to engineering and hopes to inspire young people and especially girls to take up STEM subjects. A number of our women from Engineering participate in these endeavours.
- ✓ To ensure a strong pool of opportunity and talent, we have introduced a number of gender-neutral initiatives to develop and encourage all our employees to transform their careers at Xaar. We continue with XCEL which is a comprehensive collection of employee development approaches for accelerated on-boarding, just-in-time coaching, micro-learning, and world-class personal and professional development.



Anne Neave
Director of HR