



Mean Gender Pay Gap

22.96%



Median Pay Gap

11.66%



Mean Bonus Gender Pay Gap

61.71%



Median Bonus Gender Pay Gap

0%



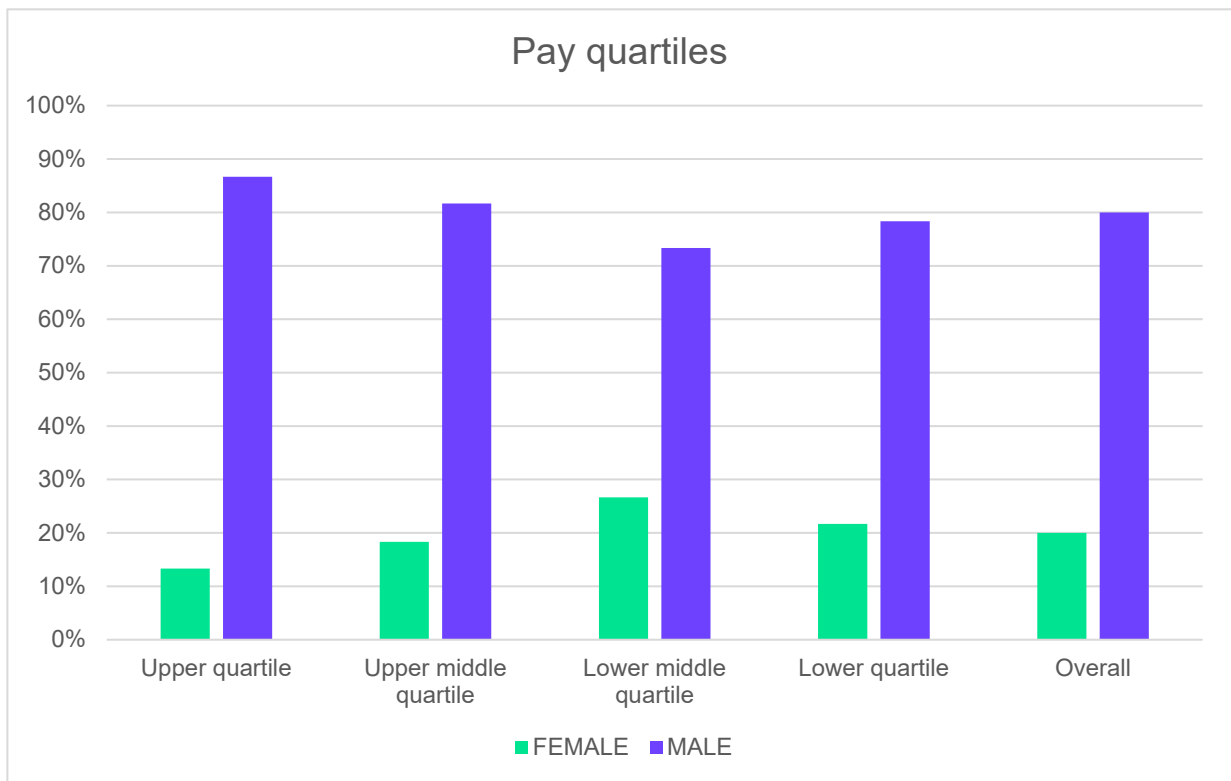
Males Received Bonus Pay

16.92%



Females Received Bonus Pay

11.48%



	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile	Overall
Female	13%	18%	27%	22%	20%
Male	87%	82%	73%	78%	80%

Gender pay reporting is 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 5 April 2020. At that point Xaar had 240 relevant employees: 192 male and 48 female.

It is fundamentally important to understand that a gender pay gap 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 22.96% so as with many companies we do have a gender pay gap, though our results are consistent with other companies who operate within the technical, manufacturing or engineering sector.

However, there has been a shift across the quartiles with more movement for female employees from lower quartile to lower middle and upper middle to upper quartile. This is a reflection of more female employees proportionately being promoted and appointed to senior roles.

The gap in the bonus pay metrics is skewed by the business appointing a new senior team which required sign on 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 and we constantly review our processes to ensure we are encouraging more female applicants.

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.

We support all employees to achieve their potential with a talent management programme and we offer flexible working arrangements to support working parents.

Anne Gager



Group HR Director