



Mean Gender Pay Gap

14.4%



Median Pay Gap

7.2%



Mean Bonus Gender Pay Gap

57.0%



Median Bonus Gender Pay Gap

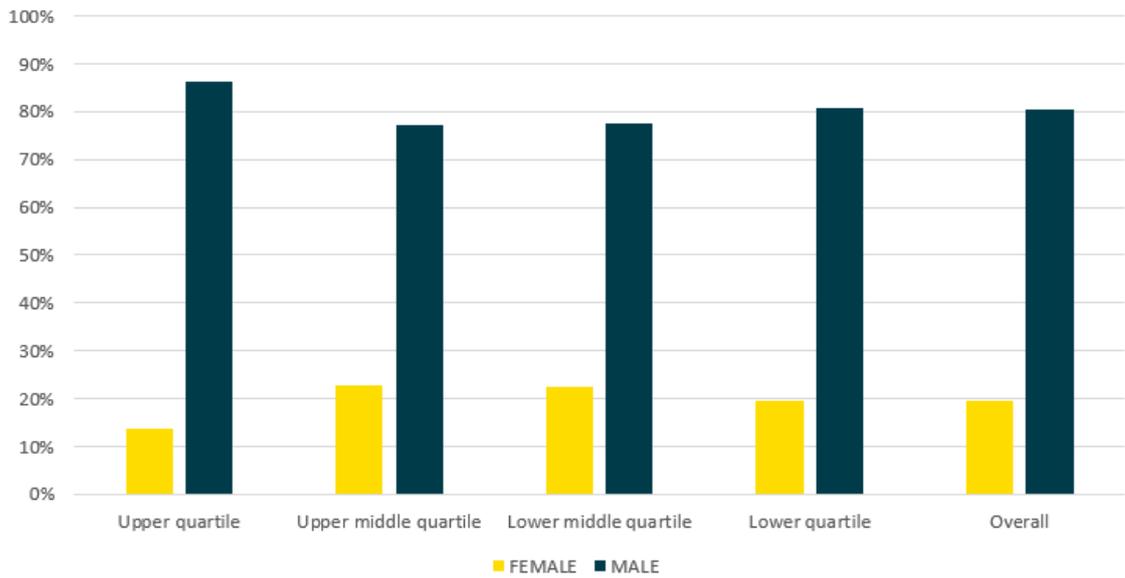
0%



Males Received Bonus Pay
42.3%

Females Received Bonus Pay
44.1%

Pay Quartiles



	Upper quartile	Upper middle quartile	Lower middle quartile	Lower quartile	Overall
FEMALE	14%	23%	22%	19%	20%
MALE	86%	77%	78%	81%	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 2021. At that point Xaar had 265 relevant employees: 213 male and 52 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 14.38% which represents a positive move from the gap in 2020 of 22.96%. 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. There has been a shift across the quartiles with more movement for female employees from lower middle quartile to higher middle. This is a reflection of more female employees being promoted and appointed to senior roles.

We appreciate that improving our diversity will improve our results, and we continue to strive for 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 HR team assists hiring managers in talent acquisition 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. Our graduate and apprentice schemes also support bringing a breadth of new talent into the business at all levels.

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, this is supported by both men and women engineers.

We support all employees to achieve their potential with a talent management programme, we offer flexible working arrangements to support working parents and carers and we have a menopause policy to increase awareness and provide support.

Anne Gager



Group HR Director