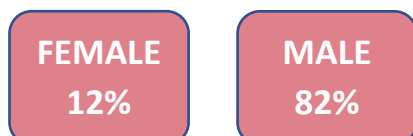


## Keysight Technologies UK Gender Pay Gap Report 2017

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulation 2017. The figures relate to the reporting period April 6<sup>th</sup>, 2016 to April 5<sup>th</sup>, 2017

### WORKFORCE GENDER SPLIT



### GENDER PAY AND BONUS GAP

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	25%	21%
Gender Bonus Gap	70.54%	21.72%

The bonuses awarded in Keysight are typically for senior managers and sales representatives, and these roles are predominantly occupied by male employees.

### PROPORTION OF EMPLOYEES WHO RECEIVED A BONUS



### PAY QUANTILES

Below shows the gender distribution when employees are placed into 4 equally sized quartiles based on pay

Pay Distribution	Male	Female
Lower quartile	75%	25%
Lower mid quartile	85%	15%
Upper mid quartile	77%	23%
Upper quartile	82%	18%

#### Reasons for gaps

- fewer women in senior grades
- fewer women in senior technical roles
- fewer women in STEM roles

## Observations

- 59% of female population are in the upper mid and upper quartiles compared to 48% of male population
- 29% of female population are in the entry/career level roles compared to 17% of male population

Our aim is to achieve year on year improvement in our gender pay gap. We are confident that as we make progress towards achieving greater gender balance in our senior roles and technical roles our gender pay gap will reduce.

Keysight Technologies plans to reduce the pay gap by:

- Encouraging more females into STEM roles and supporting them in their future career development to help achieve a better gender balance in more senior positions
- Work with university partners to encourage more females into STEM based degree courses
- Improving opportunities for flexible working through our organisation
- Refreshing recruitment processes to ensure an inclusive approach to hiring
- Taking gender into consideration when succession planning for all key leadership roles
- Promoting our female role models

## Statement of Validation:

I am the UK & Ireland Senior Human Resources Manager for Keysight Technologies UK Limited and I confirm that the above information is correct at the date of submission.



Carole Tomlinson