



# F5 Networks Limited UK Gender Pay Gap Report 2021

Our gender pay gaps continue to be high. We are working hard to reduce them and are committed to change.

In this report, we set out F5's gender pay gap statistics for 2021, explain the reasons for the gaps, and detail our long-term measures to reduce our gaps.



## WHAT IS THE GENDER PAY GAP?

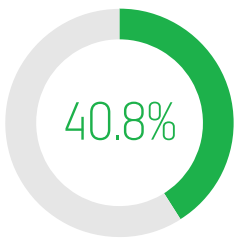
The gender pay gap is the output of a statistical calculation. It compares the average figures for both the pay and bonus of the total workforce. Gender pay gaps are related to the demographic imbalance in a workplace.

The gender pay gap is very different from equal pay. Equal pay is about ensuring that men and women doing the same or work that is of equal value will receive the same pay.

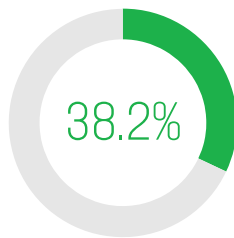
## WHAT ARE F5'S GENDER PAY GAP FIGURES FOR 2021?

Our figures as of 5 April 2021 are below.

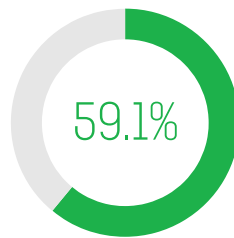
Mean Gender Pay Gap



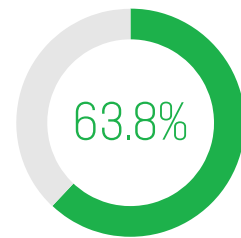
Median Gender Pay Gap



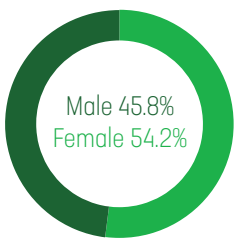
Mean Gender Bonus Gap



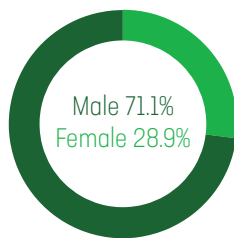
Median Gender Bonus Gap



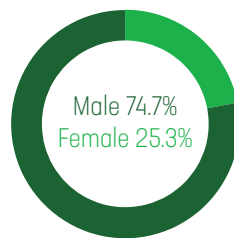
Lower Quartile



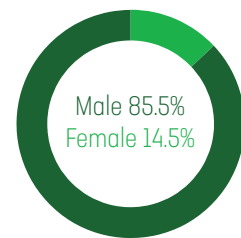
Lower Mid-Quartile



Upper Mid-Quartile

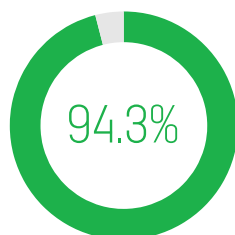


Upper Quartile

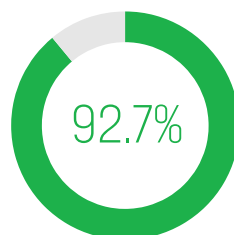


## Proportion of men and women receiving a bonus

Male



Female



## WHY DO WE HAVE A GENDER PAY GAP?

As mentioned above, gender pay gaps reflect demographic imbalance. They exist where men and women are not evenly spread out amongst all seniorities and types of roles in a workplace.

**We have identified three main factors which cause our gender pay gaps:**

- **Low proportion of women in senior management.** 17.6% of senior management roles are held by women. Since these are our highest paid employees, this affects our pay and bonus gaps.
- **Low proportion of women in sales roles.** Our sales teams tend to be male dominated. Since these commission-driven roles typically achieve the highest wages, this affects the gaps.
- **High proportion of women in support roles.** Women occupy 73.6% of administrative and support roles.

## WHAT IS CHANGING AT F5?

We are successfully recruiting more women into F5. Today, women make up 32.3% of F5's workforce, compared to just 23.4% in 2017 when we began gender pay gap reporting. Furthermore, a larger proportion of these women are employed in higher paying roles. In 2017, 13.1% of our most senior employees were women. Today, 19.9% are women.

We have also continued to nurture the next generation of female talent with a particular focus on two strategies: 1) investing in early-in-career talent principally through our internship and apprenticeship programmes and 2) actively growing our talent within the organisation. In the short term, this slows the reduction in our gender pay gap. Over the longer term, we believe that this new generation of female talent will progress their careers with us reducing the gap. We continue to develop and invest in this next generation of female talent.

## WHAT ARE WE DOING TO ADDRESS THE PAY GAPS?

- We ensure that all open positions include a diverse slate of candidates. Any exceptions are approved at the VP level before an offer is made.
- We continue to source diverse talent through online resources, strategic community partnerships, and networking.
- We utilise Textio, an application that helps us ensure that all our role profiles are well written, engaging, inclusive, and gender neutral.
- Our new hiring philosophy includes no resumes during final interviews and a structured interview guideline with a common pool for interview questions.
- We plan to launch mandatory training on unconscious bias in relation to the hiring and selection process starting from November 2021.
- We continue to develop our intern programme to increase our early-in-career talent and grow our next generation of female leaders. We have converted 6 of our previous internship intakes of which, 50% were female.

## Recent retention, development, and awareness-raising initiatives

We have a range of long-term initiatives that will help attract and retain women at F5. We are committed to these initiatives which will have a substantial effect on the gender pay gap.

- We offer training programmes on subjects such as unconscious bias and inclusive behaviours.
- Our women's employee inclusion group continues to drive awareness and development sessions throughout the year. We celebrate and invest in key global events such as International Women's Day and International Women's Day in Engineering. Our Global EIGs are responsible for the creation and management of a series of programmes focused on career and personal development, financial awareness, and wellness to help celebrate women's achievements, provide opportunity, and enable progression.
- As a signatory with the [CEO Action for Diversity and Inclusion pledge](#), we participate in the day of understanding focused on dialoguing about the different workplace experiences for members of various identity groups.
- We are also investing in a new role in our Diversity and Inclusion global team to support our Employee Inclusion Groups in our EMEA theatre. This role is critical to support our expanding network groups and leaders of these groups.
- We offer mentoring and sponsorship for women worldwide and fund attendance at global women in technology conferences.
- F5 is a signatory of the UK Tech Talent Charter (TTC), contributing to the UK TTC's annual Diversity in Tech report to represent and drive an increase in diversity of the tech workforce in the UK.

- We utilise our “Freedom to Flex” policy to facilitate more inclusive, empathetic, and flexible working practices for both men and women. We recognize that throughout the pandemic this has become a significant pillar in our intent to create a truly diverse and inclusive organisation. Currently we are reviewing our freedom to flex policy to ensure that we offer flexibility in our choice of where we work and when we work. We will be launching a new policy and process later in the year. As part of this process, managers will spend time with individuals and their teams to discuss the new ways of working, understanding how we can accommodate personal needs and preferences and successfully contributing to team deliverables. We will be launching a new hybrid teams hub to give managers and employees tools and resources for guidance and support as we all learn together how to operate in a more flexible way.

We are working to reduce our gender pay gaps and make F5 a place where all women feel that they can build a rewarding career. We are committed to taking the long-term action required and doing all we can.

**I confirm that this information is accurate.**



**Steve Grieger, Board Director**

