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JDA Software

UK Gender Pay Gap Reporting 2017

Company Statement

Inclusion, diversity and a commitment to having a workforce whose diversity matches that of the global organizations we support and communities we operate in is a top priority for JDA. It is not enough to simply set the right tone, but rather to lead with actions.

At JDA we are working diligently every day to create a culture that encourages associates to grow their career in an environment that promotes mutual respect, collaboration and learning and that affords equal opportunity for each associate.

This report complies with the current regulations on Gender Pay Gap Reporting which came into effect in 2017 and provides a snapshot of the gender pay gap information as of April of 2017, the reasons behind the gaps presented and the actions we are taking to close the gaps.

These regulations mandate that companies with more than 250 employees publish overall gender pay gap information by comparing the difference between the average and the median pay of all male and all female employees annually. This data does not take into account differences in grade level, job classification, tenure, performance or any other factors that may impact compensation levels. When such factors are taken into account, there is zero statistically significant differences in overall pay between males and female employees.

The aim of this report is to provide transparency in relation to JDA's overall Gender Pay Gap figures in the UK. The data presented in this report represents the gender pay data for JDA Software UK Ltd as at 5th April 2017 in the format required by the regulations. The mean figures presented represent the average value within the data set and the median figures represent the middle value within the data set.

The pay gaps identified in this report are a reflection of the demographics within JDA and the overall under representation of women within the business. It is also a reflection of the underrepresentation of women in more senior level roles with higher compensation, which significantly impacts the overall differences in mean and median pay.

JDA is diligently working to address both the underrepresentation of women in the organization and the identified pay gaps. JDA conducts regular reviews of salaries against the market and is committed to adjusting where necessary to reduce the gender pay gap.

I confirm that the gender pay gap data contained in this report for JDA Software Uk Ltd is accurate and has been produced in accordance with guidance on managing gender pay developed by the Arbitration and Conciliation Service (Acas).

Brian Boylan
EVP & Chief HR Officer
JDA Software

JDA UK Employees Gender Pay Gap Figures

The regulations required JDA to record the 'hourly-pay' for full pay relevant employees only. The hourly pay is comprised by adding all bonuses and commissions received during the relevant pay period to the ordinary pay received in the relevant pay period. The relevant multipliers are then applied to calculate an hourly rate of pay for each employee.

The table below shows the overall median and mean comparison between the hourly rates of pay for men and women

Difference in Mean Pay	20%	Difference in Mean bonus pay	51%		
Difference in Median Pay	21%	Difference in Median bonus pay	44%		
Proportion of men/women who received bonus pay in the relevant period	Men: 95% Women: 89%				
Number of men/ women in the quartile pay bands: Upper, Upper Middle, Lower Middle, Lower			Women	Men	
		Upper	9%	91%	
		Upper Middle	19%	81%	
		Lower Middle	23%	77%	
		Lower	52%	48%	

The overall underrepresentation of women in the company and the low percentage of women in higher level and commissioned based roles are significant contributors to the size of the difference in the overall mean and median pay and bonus pay figures.
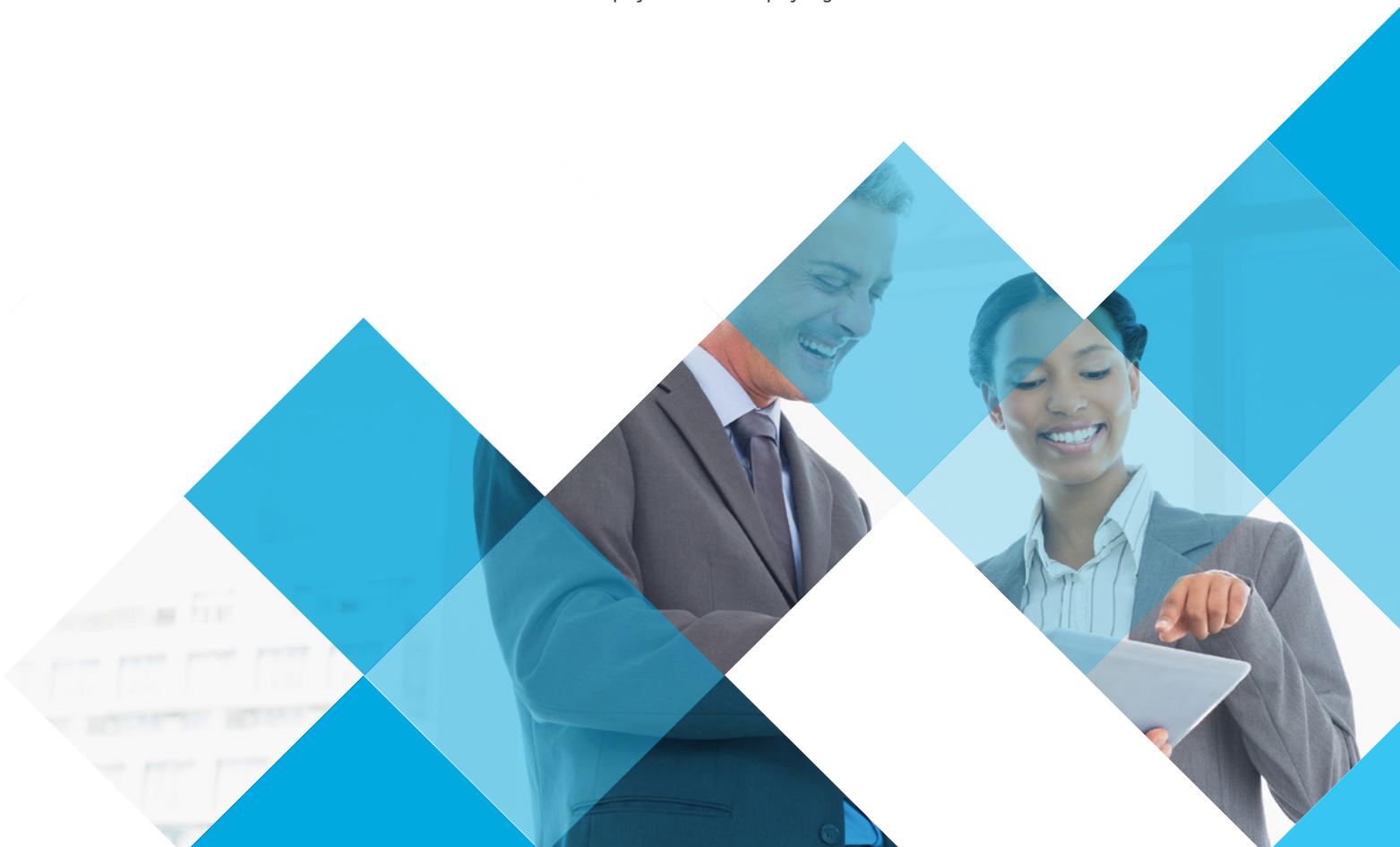
Conclusions and Plan of Action

From the findings detailed in this report, JDA acknowledge that there is an overall underrepresentation of women within the business, particularly at the more senior levels. This is a recognised problem across the technology industry, which is 75% represented by men (Mercer, 2017). The overall gender split within JDA's workforce on 5th April 2017 was 73% men and 27% women.

As outlined below JDA is actively taking steps to narrow the gap and continues to commit to the following to address the gap:

• Endeavouring to ensure that female candidates are presented for all job openings and that female employees are included in all hiring panels.

• Conducting regular reviews of compensation levels, and utilization of the merit review cycle and making market and promotion adjustments as required to address pay gap issues.

• Maintain our flexible working arrangements to help attract and retain women.

• Active support of JDA's Women's Interest Network (WIN) an employee based group dedicated to developing Women and other minorities at all levels of the organization.

• Women in Leadership Programmes designed to accelerate the promotion of women into more senior level roles.

• Leadership and training programmes for all employees with a focus on diversity, inclusion and unconscious bias to ensure leaders understand how they can create a more inclusive working environment.

• A dedicated Diversity Officer to drive a culture that is inclusive and diverse in order to inspire innovation, foster creativity and increase value to all stakeholders.

• Mentoring and sponsorship programmes to advance women at all levels of the organisation.

• CEO established Advisory Council on Talent Development & Inclusion with a diverse group of leaders from other companies who will advise on strategies to advance JDA's goal of creating greater diversity in the workforce.

From these actions and focus, we expect to see year over year continuous improvement and will continue to monitor and reflect on the progress being made.

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About JDA Software Group, Inc.

At JDA, we're fearless leaders. We're the leading provider of end-to-end, integrated retail and supply chain planning and execution solutions for more than 4,000 customers worldwide. Our unique solutions empower our clients to achieve more by optimizing costs, increasing revenue and reducing time to value so they can always deliver on their customer promises.

JDA Software UK Ltd.
3 The Arena | Downshire Way
Bracknell | Berkshire | RG12 1PU
Telephone: +44 (0)1344 354500
Email: info.europe@jda.com

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