



# GENDER PAY GAP REPORT 2020





**FOR THE FOURTH YEAR, MOTOROLA SOLUTIONS  
UK LIMITED AND AIRWAVE SOLUTIONS LIMITED,  
A MOTOROLA SOLUTIONS COMPANY, PRESENT  
THE 2020 GENDER PAY GAP REPORT, WITH A  
SNAPSHOT DATE OF 5<sup>th</sup> APRIL 2020.**



Motorola Solutions is committed to fostering a diverse and inclusive culture and this includes addressing pay gaps, where they exist. The promotion of diversity, equity and inclusion (DEI) is always a top priority and embedded into our business goals. We are encouraged by the progress we have made to date, and we are taking further action. This includes addressing the gender imbalance across the U.K. organisation, which reflects the under-representation of women working in engineering and other STEM industries in the U.K.. We are pleased to see ongoing improvements in our data, driven by initiatives we already have in place.

Note: The Gender Pay Gap is the difference between the average hourly rate of pay between male employees and female employees. Gender pay is not the same as equal pay. Equal pay is the term used for men and women receiving equal pay for carrying out a similar role or work of equal value.

## MANAGER DECLARATION

At Motorola Solutions, our company values drive everything we do, both for our employees and our customers. More than just words, they are traits that define our culture and represent the fundamental beliefs that we share. We are inclusive, passionate, accountable, innovative, driven and partners. Our Diversity, Equity & Inclusion (DEI) strategy is rooted in our company values and this year, more than ever, we have and will continue to focus on three key areas: Diverse People, Equitable and Inclusive Culture and Global Reach. These focus areas are embedded into our strategic priorities to help us achieve our DEI vision and business outcomes.



## DECLARATION

We confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Fergus Mayne**  
UK&I Country Manager & Head of Sales

SIGNED



**Moncef Elaoud**  
Head of UK Software & Services

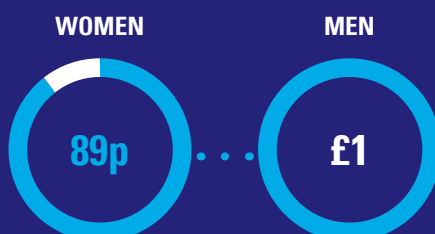
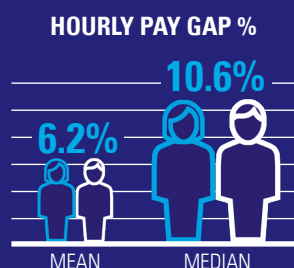
SIGNED



# 2020 IN NUMBERS

## MOTOROLA SOLUTIONS UK LIMITED

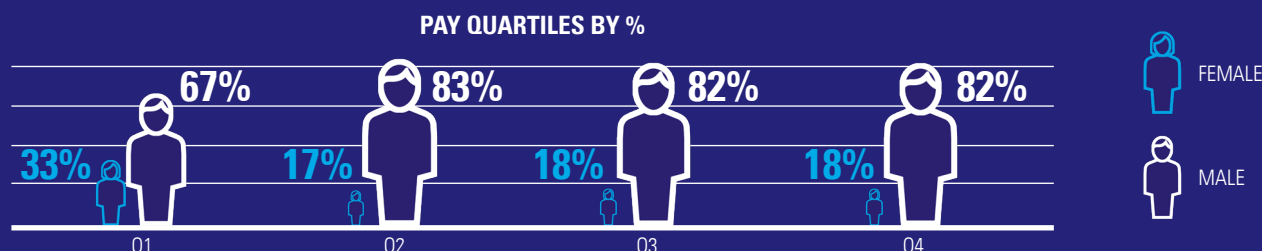
### MEDIAN HOURLY PAY DIFFERENCE



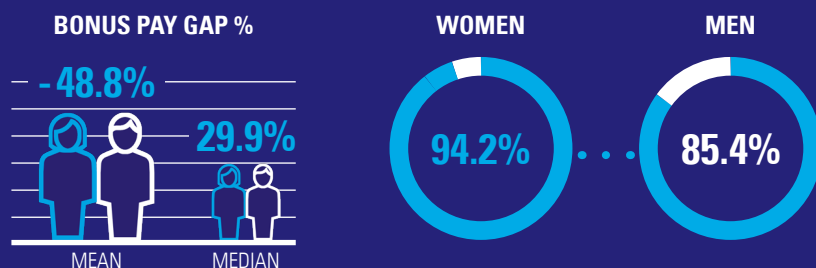
WOMEN EARN **89p**  
FOR EVERY **£1** THAT MEN EARN

SINCE 2017 THIS HAS INCREASED  
BY **9.9%** FROM **81p**

### PERCENTAGE OF MALES AND FEMALES IN EACH PAY QUARTILE



### PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



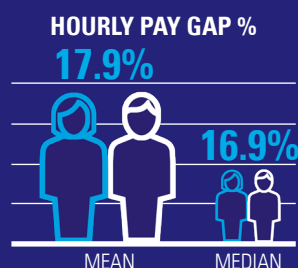
### 4 YEAR SUMMARY OF MEAN PAY GAP



# 2020 IN NUMBERS

## AIRWAVE SOLUTIONS LIMITED

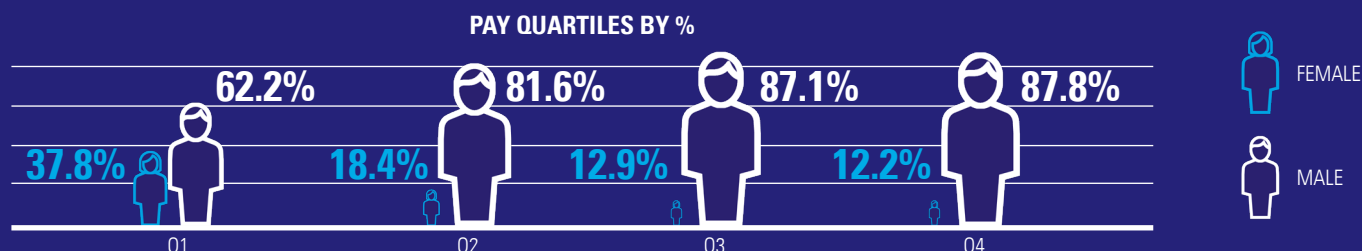
### MEDIAN HOURLY PAY DIFFERENCE



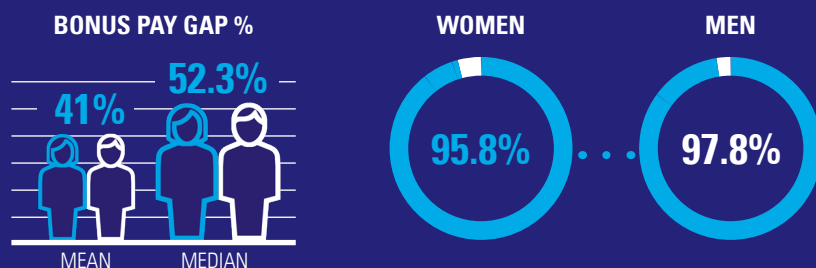
WOMEN EARN **83p**  
FOR EVERY **£1** THAT MEN EARN

SINCE 2017 THIS HAS INCREASED  
BY **1.2%** FROM **82p**

### PERCENTAGE OF MALES AND FEMALES IN EACH PAY QUARTILE



### PERCENTAGE OF EMPLOYEES WHO RECEIVED A BONUS



### 4 YEAR SUMMARY OF MEAN PAY GAP





# DEVELOPMENT AND OPPORTUNITIES

“

**At Motorola Solutions, we invest in our people and ensure an inclusive environment where people have true ownership over their career development to reach their full potential.**

“I started my career at Motorola Solutions as a project administrator and realised through a number of exciting projects that I wanted to progress further. When I returned from my second pregnancy and maternity leave, I was offered a position as a senior project manager. Being able to work part-time in this role made the transition back to work easier and helped me to take care of my responsibilities as a mother of two young children as well.

After 12 months in this role, I saw a chance to advance my career even further when the company reorganised. I raised my hand and reached out to management to make them aware of my aspirations. They listened to my ambitions and I successfully applied for a role as Lead PMO. My current job is challenging and requires a lot of dedication but I feel happy and enabled as my personal and professional life are aligned and work well together.”



## REWARD BENCHMARKING

At Motorola Solutions, we strive for equity, inclusion and specifically, gender equality. Using our reward tools, we are dedicated to closing the gender pay gap and creating an environment that attracts and retains the best talent, reflecting society and our customers. One of our key processes is to regularly benchmark all roles across the company to ensure market competitiveness. Although there is still work to be done, we are making tangible progress and this will continue.

# WHAT WE HAVE DONE AND WILL CONTINUE TO DO...



## INTERNATIONAL WOMEN'S DAY



## MENTAL HEALTH SESSIONS



## PEER TO PEER NETWORKING



## DIVERSE AND INCLUSIVE RECRUITMENT

Debiasing the recruitment process



## BENCHMARKING



## WOMEN'S BUSINESS COUNCIL



## BRUNEL PROFESSIONAL MENTORING



### DIVERSE PEOPLE



### EQUITABLE & INCLUSIVE CULTURE



### GLOBAL REACH

## OUR FOCUS AREAS

## DIVERSITY, EQUITY & INCLUSION TRAINING



### THE GENDER BIAS DECODER

Launched gender decoder tool & regular tracking of female applicants.



### FLEXIBLE WORK

Looking ahead to the next twelve months and beyond, we will continue to invest in current and new initiatives to ensure Motorola Solutions is a diverse, equitable and inclusive place to work. We will strengthen our hiring strategies to attract more female candidates, and encourage interest in STEM subjects through our active involvement with girls' schools across the U.K. We will also strengthen our relationships with universities to encourage more female students to join the Motorola Solutions graduate programme. While progress has been made, we look forward to sharing more in our next report.





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