



GENDER PAY GAP REPORT 2017



MOTOROLA SOLUTIONS

MOTOROLA SOLUTIONS COMPANIES IN THE UK, COMPRISING MOTOROLA SOLUTIONS UK LIMITED AND AIRWAVE SOLUTIONS LIMITED, WELCOME AND SUPPORT THE UK GOVERNMENT'S DRIVE TO REDUCE AND ULTIMATELY ERADICATE THE GENDER PAY GAP IN THIS COUNTRY.

Legislation requires companies with more than 250 employees to calculate and report on a number of metrics to show their gender pay profile. Unlike equal pay data, which looks at rates of pay for comparable jobs, gender pay gap analysis looks at the mean and median figures across all roles. This can lead to some perceived distortions in the data. We have a higher proportion of technical roles, resulting in significantly more male than female employees and correspondingly more males in senior roles.

Our mean and median hourly pay figures are close to the UK National average of 18.1% and we are considerably lower than the Tech Sector average of 25%. Nevertheless, our data shows us that there is work to be done.



“ Our purpose is to help people be their best in the moments that matter and this is more than just a statement it is a way of working that is applied to all that we do. We have been through a period of change in recent years, not least the acquisition of Airwave Solutions in February 2016 and this has resulted in some changes in our workforce profile. However, we are now building on from there and continue to focus upon the next generation of women leaders who are being readied to take on more senior roles. We will continue to identify opportunities and initiatives that will assist women in developing their careers into more senior level technical roles. ”

DECLARATION

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



Phil Jefferson

AVP & MSI UK Country Manager

SIGNED

A handwritten signature in black ink, appearing to read 'Phil Jefferson', written over a horizontal line.



Vincent Kennedy

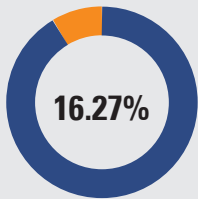
AVP, General Manager, UK Services

SIGNED

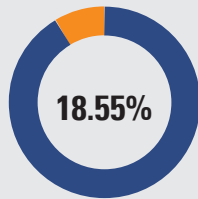
A handwritten signature in black ink, appearing to read 'Vincent Kennedy', written over a horizontal line.

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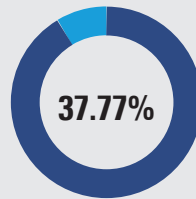
DATA HIGHLIGHTS – MOTOROLA SOLUTIONS UK LIMITED



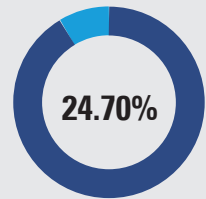
**MEAN
PAY GAP**



**MEDIAN
PAY GAP**



**BONUS PAY
MEAN GAP**



**BONUS PAY
MEDIAN GAP**



**96.49% OF MALES
RECEIVED A BONUS**



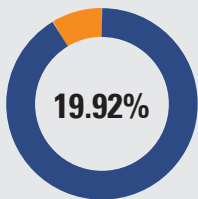
**98.77% OF FEMALES
RECEIVED A BONUS**

QUARTILE	FEMALE	MALE
Q1 Lower	46.15%	53.85%
Q2	24.68%	75.32%
Q3	18.18%	81.82%
Q4 Upper	15.58%	84.42%

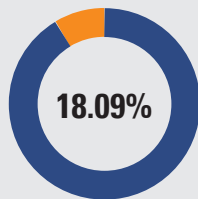
**PERCENTAGE OF MALES AND FEMALES IN
EACH PAY QUARTILE**

GENDER PAY GAP REPORT 2017

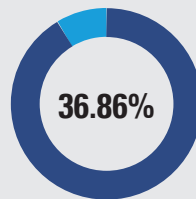
DATA HIGHLIGHTS – AIRWAVE SOLUTIONS LIMITED



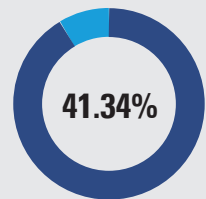
**MEAN
PAY GAP**



**MEDIAN
PAY GAP**



**BONUS PAY
MEAN GAP**



**BONUS PAY
MEDIAN GAP**



**97.50% OF MALES
RECEIVED A BONUS**



**98.00% OF FEMALES
RECEIVED A BONUS**

QUARTILE	FEMALE	MALE
Q1 Lower	36.80%	63.20%
Q2	16.00%	84.00%
Q3	18.40%	81.60%
Q4 Upper	8.80%	91.20%

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

OUR COMMITMENT

Our companies operate in the Information and Communication sector, which has historically had an imbalance in the number of females employed, particularly in the more senior technical roles. This is still the case today and we are keen to attract more women into our organisation with the appropriate qualifications and technical skills. To help develop a pipeline for the future we are starting to build a programme whereby we will work with a small number of selected

schools to promote the take up of STEM subjects and showcase the types of career opportunities available in a communications technology company such as ours. However, we do have a good track record of promoting from within our company and many of our women employees in senior roles today have been given the scope to develop and grow, who in return are now acting as role models to others.



WHAT WE ARE CURRENTLY DOING

GENDER EQUALITY IS JUST ONE PART OF THE COMPANY'S PROGRAMME FOR ENHANCING DIVERSITY AND INCLUSION IN THE WORKPLACE

Motorola Solutions is committed to providing a workplace that is both diverse and inclusive, and has a zero tolerance of any discrimination and accordingly we will not be putting in place any positive discrimination measures to reduce the gap. Instead we will work on reducing our gap by other means, although our analysis of our data has not pin-pointed any particular reason why we have a gap.

We have long been offering flexible working options to all our staff in line with our desire to offer a working environment that fits with our

employees' needs. Motorola Solutions Inc. is recognised in Forbes top 100 companies offering flexible working opportunities.

Through the work of our Women's Business Council we provide a platform for female role models to inspire and motivate all employees by helping overcome female employees' perceived support challenges or inhibitors and providing development tools and a supporting system to help grow female employees.

EXISTING GENDER RELATED ACTIONS INCLUDE:

- Flexible working opportunities - reduced hours, compressed hours, working from home
- Continuous training and support on recruitment practices to avoid bias in hiring practices
- Ongoing focus top down on all equality issues in our organisation
- Appraisal process with ongoing development dialogues
- Wide ranging online learning materials including Leadership skills and self development
- Women's Business Council at a global level

NEW INITIATIVES AND FUTURE ACTIONS

- Women's business council - UK Chapter set up in March 2017, holding regular meetings and Lean in Circles among other activities
- STEM - relationships being established with schools near to our principal offices to increase awareness of careers in Technology
- Networking events
- Workshops lead by external coaches

We recognise some of these actions will take time to make an impact, but it is important for us to continue with these initiatives and more, not only for the good of our company, but the sector as a whole. It is imperative that we move forward and that every employee has the opportunity to fulfil their potential.