



# **GENDER PAY GAP REPORT 2018**







## REPORTING FOR THE SECOND YEAR, MOTOROLA SOLUTIONS COMPANIES IN THE UK, COMPRISING MOTOROLA SOLUTIONS UK LIMITED & AIRWAVE SOLUTIONS LIMITED ARE PLEASED TO SHARE THEIR GENDER PAY GAP INFORMATION FROM THE SNAPSHOT DATE OF 5TH APRIL 2018.

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 challenges in analysing the data in a meaningful way. We have a higher proportion of technical roles, resulting in significantly more male than female employees and correspondingly more males in senior roles. The timing of bonus payments also has an impact on the figures.

REPORT | GENDER PAY GAP 2018

“ Motorola Solutions is committed to fostering an inclusive workplace rooted in our purpose, promise and values; inclusion and diversity are more than the keys to meeting and exceeding our customers’ needs - they’re a driving force for our business.

We are committed to improving the proportion and seniority of the women in our workforce. Some of the measures we have put in place will take some years to start making an impact, such as encouraging more females to take up a career in technology.

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

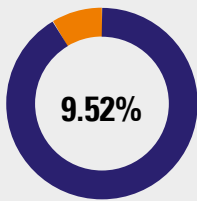


**Vincent Kennedy**  
AVP, General Manager, UK Services

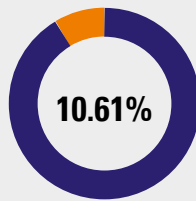
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## GENDER PAY GAP REPORT 2018

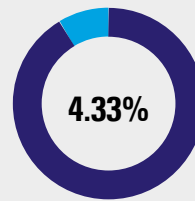
DATA HIGHLIGHTS – MOTOROLA SOLUTIONS UK LIMITED



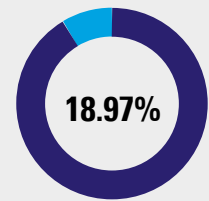
**MEAN  
PAY GAP**



**MEDIAN  
PAY GAP**



**BONUS PAY  
MEAN GAP**



**BONUS PAY  
MEDIAN GAP**



**100% OF MALES  
RECEIVED A BONUS**



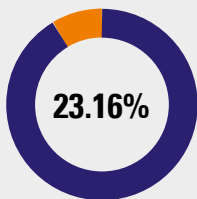
**100% OF FEMALES  
RECEIVED A BONUS**

QUARTILE	FEMALE	MALE
Q1 Lower	36.99%	63.01%
Q2	17.81%	82.19%
Q3	23.61%	76.39%
Q4 Upper	16.44%	83.56%

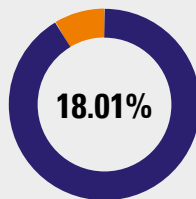
**PERCENTAGE OF MALES AND FEMALES  
IN EACH PAY QUARTILE**

## GENDER PAY GAP REPORT 2018

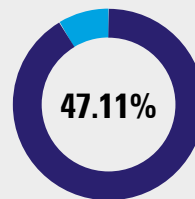
DATA HIGHLIGHTS – AIRWAVE SOLUTIONS LIMITED



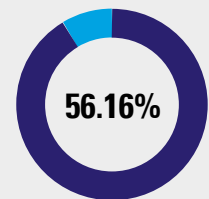
**MEAN  
PAY GAP**



**MEDIAN  
PAY GAP**



**BONUS PAY  
MEAN GAP**



**BONUS PAY  
MEDIAN GAP**



**91.35% OF MALES  
RECEIVED A BONUS**



**91.09% OF FEMALES  
RECEIVED A BONUS**

QUARTILE	FEMALE	MALE
Q1 Lower	38.46%	61.54%
Q2	14.73%	85.27%
Q3	16.28%	83.72%
Q4 Upper	8.53%	91.47%

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



## WHAT WE ARE CURRENTLY DOING AT A LOCAL LEVEL



RUGBY HIGH SCHOOL INTERACTIVE MORNING

As part of the ongoing relationship we are building with Rugby High School for Girls, members of staff went on site to deliver an interactive morning with the year 10 pupils. In part, the purpose of the visit was to showcase possible career paths from studying STEM subjects. In total there were 4 sessions based around major incident management, which resulted in the girls working out to how they would handle various scenarios based on typical incidents. We are also participating in career events where we are involved in the promotion of job role days with students, speed interviewing, cv shaping/building, careers advice and guidance. Additionally, we support a variety of work experience placements for students with increasing levels of take up year on year.



## WHAT WE ARE CURRENTLY DOING AT A GLOBAL LEVEL

MOTOROLA SOLUTIONS FOUNDATION SUPPORTING THE WORK OF THE SOCIETY OF WOMEN ENGINEERS  
THE WORLD'S LARGEST ADVOCATE FOR CHANGE FOR WOMEN IN ENGINEERING AND TECHNOLOGY.



Presented as part of the Company's 90th anniversary celebration, the Foundation's donation will provide 18 aspiring female engineering students across the world with a \$5,000 scholarship to advance their studies at one of 3,800 programs in 31 countries. In the last 10 years, the Motorola Solutions Foundation has granted nearly \$60 million to STEM (science, technology, engineering, maths) education programs worldwide.

A first-ever report on advancing inclusion and diversity in the workplace, commissioned by the Business Roundtable, points to Motorola Solutions as a company that sees different cultures, opinions and abilities as a way to drive innovation.

We have tripled our investment in the business councils and promote activities such as our annual "Dragon's Den" style competition. The UK Women's business council was awarded \$3,000 from the fund which was spent on an externally lead workshop, plus some additional books for our in house library, focusing on publications for self-help.

We have been rolling out training to our hiring managers to fight unconscious biases, along with our Talent Acquisition team, including a review of the language used in our ads.

While these programmes are not exclusive to the UK, it does showcase the Company's global commitment to advancing inclusion and diversity.



## ONGOING 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

Starting at the school level to encourage more girls to follow a career path based on STEM subjects, we know it will take some years to have a tangible impact on our gender ratios. However, we are optimistic that over time we will see more females following a technology based career path. On joining our company, we will ensure that every opportunity for equal career growth and development will be made available.

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**MOTOROLA SOLUTIONS**