GENDER PAY GAP REPORT 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.

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

SIGNED
GENDER PAY GAP REPORT 2018
DATA HIGHLIGHTS – MOTOROLA SOLUTIONS UK LIMITED

100% OF MALES RECEIVED A BONUS
100% OF FEMALES RECEIVED A BONUS

GENDER PAY GAP REPORT 2018
DATA HIGHLIGHTS – AIRWAVE SOLUTIONS LIMITED

91.35% OF MALES RECEIVED A BONUS
91.09% OF FEMALES RECEIVED A BONUS
WHAT WE ARE CURRENTLY DOING AT A LOCAL LEVEL

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 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

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.

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