



Research Report

GENDER PAY GAP

Statement 2023/24 - UK

For more information, visit
ssctech.com

SS&C Blue Prism Ltd are reporting our Gender Pay Gap report for the fourth time.

To provide a more meaningful picture of our performance, we have again gone beyond mandatory disclosure (using the snapshot date of 5 April 2023) by presenting our results for the last 3 years. This approach allows us to demonstrate our continued progress in addressing our Gender Pay Gap and better assess the impact of the actions we have been taking to build a diverse, inclusive and gender balanced talent pipeline.

Blue Prism Gender Pay and Bonus Gap

Pay Gap

Our gender pay gap continues its trend downwards from the previous year by 3 percentage points on a mean basis and 2 percentage points on a median basis.

Bonus Gap

Our gender bonus gap has improved substantially compared to 2022. However, a more meaningful comparison is with 2021 due to the accelerated vesting of shares being paid in 2022 following Blue Prism's acquisition by SS&C Technologies which were distorting the 2022 figures. Over the last 2 years we have made good progress on both the mean and median measures.

	5 th April 2021		5 th April 2022		5 th April 2023	
	Mean	Median	Mean	Median	Mean	Median
Blue Prism Pay Gap	27%	25%	25%	22%	22%	20%
			(-2%)	(-3%)	(-3%)	(-2%)
			↓	↓	↓	↓
Blue Prism Bonus Gap	41%	44%	57%	42%	30%	19%
			(+16%)	(-2%)	(-27%)	(-23%)
			↑	↓	↓	↓

Proportion of Eligible Men and Women Receiving a Bonus

All eligible men and women in the organisation received a bonus in the year to April 2023. Since 2021, all employees are eligible for an incentive plan which has helped eliminate the gap between the proportion of male and female employees receiving a bonus.

Men	Women
5 th April 2021: 99%	5 th April 2021: 97%
5 th April 2022: 99% (-)	5 th April 2022: 99% (+2%)
5 th April 2023: 100% (+1%)	5 th April 2023: 100% (+1%)

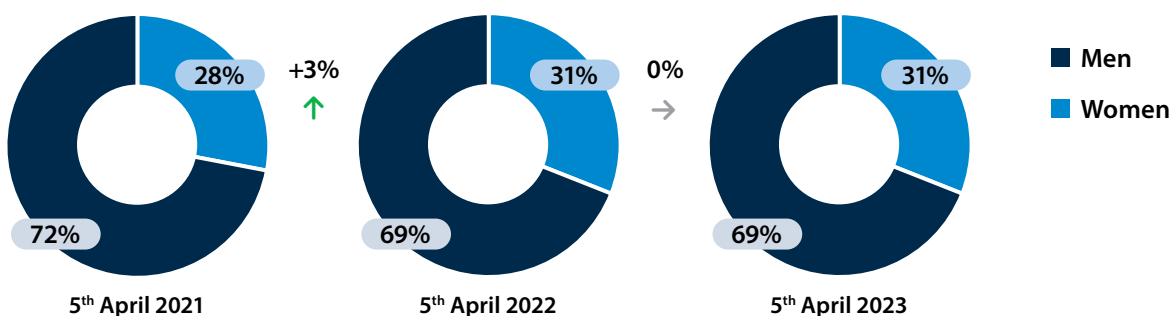
Equal Pay

- When comparing pay across equivalent roles, our equal pay gap is negligible.
- Any differences can be attributed to legitimate factors such as level of experience and performance in role.
- The negative median percentage indicates a slight gap in favour of women.

	2022	2023	Change
Blue Prism Mean Equal Pay Gap	-1.6%	0.9%	↑ 2.5%
Blue Prism Median Equal Pay Gap	0.1%	-0.8%	↓ -0.9%

UK Gender Distribution

There was no change in the overall UK gender distribution from April 2022 to April 2023. The proportion of women across Blue Prism in the UK remains at 31%. This is due to the percentage of females joining and leaving the organisation over the 12-month period being practically identical.



Reasons for the Narrowing of the Gap

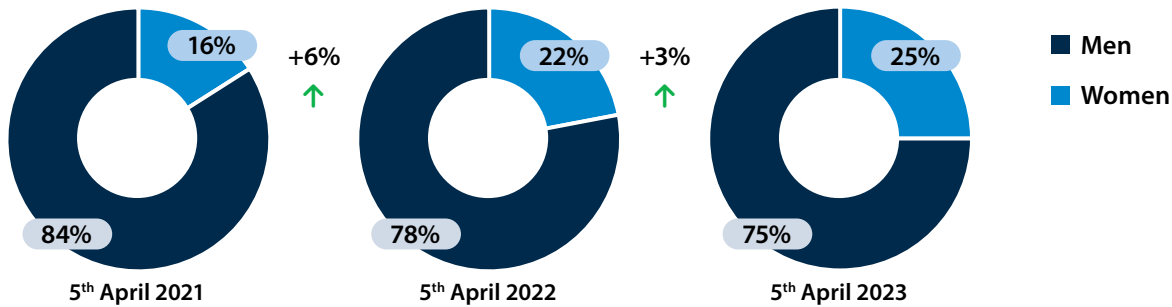
As of April 2023, 25% of employees in the Upper Pay Quartile were women compared to 22% in April 2022 and 16% in April 2021. As the percentage of women in the Upper Pay Quartile increases, it helps to improve our Gender Pay Gap.

Factors that Continue to Affect our Figures

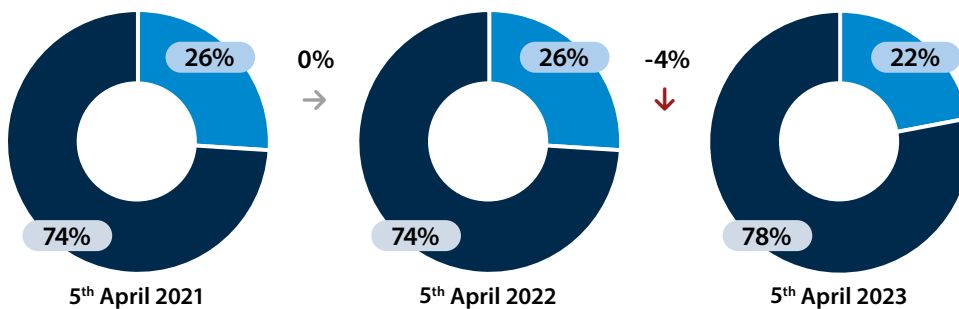
- Many of our specialist roles in Product Development and Sales are filled by male employees, as are most Senior Management positions. This is the single biggest contributor to our Gender Pay Gap.
- Sales roles also pay commission, which are included in our gender pay gap calculations. As these roles are mainly filled by men, this increases the pay gap between male and female employees.
- Around 50% of people in the lowest quartile are female, despite making up only 31% of our overall population. This is partly due to a substantial number of women joining Blue Prism UK in developmental and early-careers roles over the previous 2 years. We know that the impact of this strategy has negatively impacted our Gender Pay Gap but we are focussed on the long-term positive impact of retaining, developing and promoting our talented female employees.
- Having a higher proportion of women in more junior roles is also affecting our bonus gap as along with salary, the bonuses tend to be lower at these levels.

Proportion of Men and Women in Each Pay Quartile

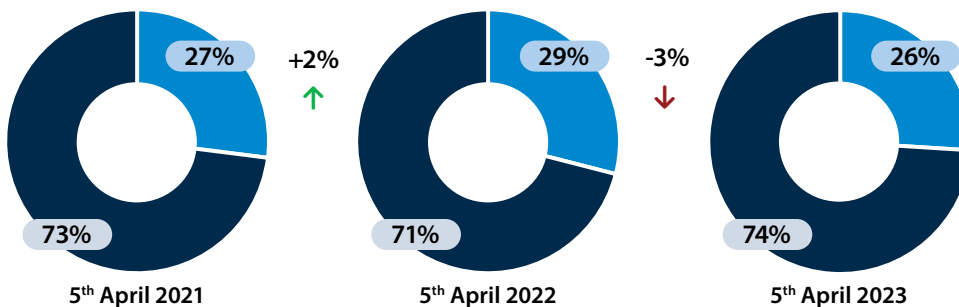
Upper Quartile



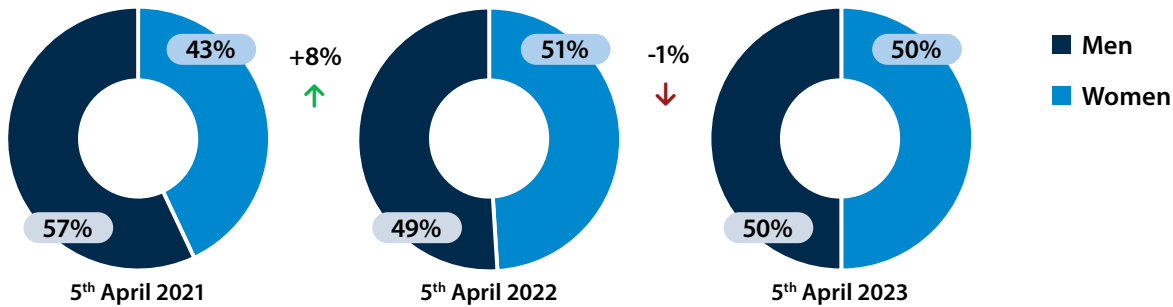
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Additional actions taken to promote female inclusion at Blue Prism

Talent Attraction

We will continue to ensure our recruitment and promotions processes shortlist the best candidates from all backgrounds, continuing to spread awareness around bias within hiring decisions and how we tackle barriers in entering certain professions. The talent acquisition team are continuing their review of job advert wording to ensure they use language that is as inclusive as possible. Shortlisting of candidates focuses on selecting candidates who closely match the requirements of the role, regardless of gender (or any other demographic).

As part of our 2024 goals, we continue at looking to further review our approach to recruitment to ensure it is not only gender neutral and inclusive, but to also ensure it encourages female applicants, especially into senior positions in the organisation and areas where we currently have limited female representation.

We have made good progress on recruiting new female employees with around 40% of new hires to the organisation being women.

Talent Retention and Inclusion

We continue to review the reasons that women give for leaving the organisation to look for specific trends or patterns so we can take the necessary actions to address them.

Senior Roles for Women

We are looking at our practice of ensuring we have ample opportunities for all classes at the most senior levels of the organization. We believe a diverse and inclusive organization delivers the best results and our leadership team is committed to ensuring any gaps related to women in senior roles is addressed.

ESG Report

At a global level, SS&C has set out its commitment to Diversity, Equity and Inclusion within its ESG report, which is available to view on the SS&C website.

Who are Blue Prism?

Blue Prism are a leading robotics process automation (RPA) company headquartered in the UK, whose services are used by more than 2,000 businesses worldwide.

In March 2022 Blue Prism were acquired by SS&C Technologies, a global US technology firm headquartered in Windsor, Connecticut. Blue Prism continue to be a separate legal entity on the snapshot date of 5th April 2023, meaning the Gender Pay Gap statistics are being reported separately.

Notes on methodology

- Pay data is based on hourly rates for employees receiving full pay as of the snapshot date of 5 April 2023.
- Bonus data includes anyone eligible for a bonus during the twelve months leading up to the snapshot date.
- As required by law, our gender pay gap was calculated for our legal employing entity with 250 or more UK employees on the snapshot date of 5 April 2023, which is Blue Prism Ltd.

Declaration

We confirm that the information contained in this report is accurate and meets the specifications of the methodology set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mike Megaw

Managing Director, Software Enabled Services