

Rackspace Technology

# UK Gender Pay Gap Report

2021 Report



**Kevin Jones**  
Chief Executive Officer

## A statement from our CEO

We're a global organisation firmly rooted in the belief that every Racker is a valued member of a winning team on an inspiring mission. We believe that diversity, inclusion and belonging are crucial elements of a thriving culture in which growth, creativity and innovation help us make better decisions for our business and for our customers.

While we see consistent improvements in gender representation and the gender pay gap, we know we can do more. That's why we remain committed to advancing diversity, inclusion and belonging at every level throughout our organisation. It's also why we remain focused on the changes needed in the areas of recruitment, development and engagement to attract and retain women throughout their careers.



**Martin Blackburn**  
EMEA Managing Director

## A statement from our EMEA Managing Director

As our CEO Kevin Jones says, diversity, inclusion and belonging isn't something we do; it's something that we truly believe in.

We know that our industry is traditionally male-dominated, and we're working to change that here at Rackspace Technology.

Innovation in thought and solutions can only come by being part of a diverse community. Every Racker has a unique insight and contribution to make, and that keeps our customers choosing to work with us time and time again.

# The Findings

Based on a snapshot date of April 2021

Table 1: Mean and median bonus pay for UK employees

	Mean	Median
<b>Bonus Pay - Men</b>	<b>£17,026.23</b>	<b>£5,902.31</b>
<b>Bonus Pay - Women</b>	<b>£12,324.04</b>	<b>£4,982.18</b>
<b>Bonus Pay Gap</b>	<b>27.6%</b>	<b>15.6%</b>

Table 2: Mean and median hourly pay

	Mean	Median
<b>Hourly Pay - Men</b>	<b>£36.23</b>	<b>£31.56</b>
<b>Hourly Pay - Women</b>	<b>£30.86</b>	<b>£25.88</b>
<b>Hourly Pay Gap</b>	<b>14.8%</b>	<b>18%</b>

Table 3: Proportion of employees in the UK that received a bonus

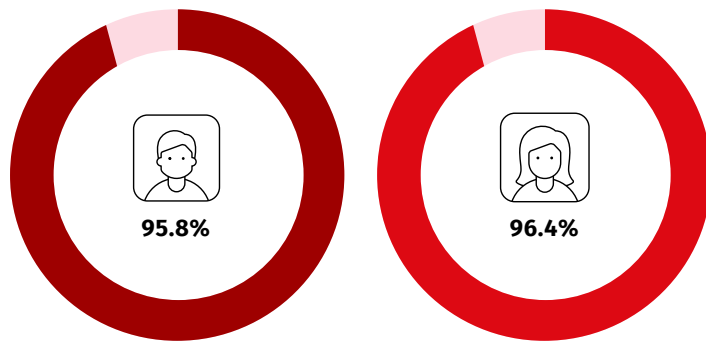
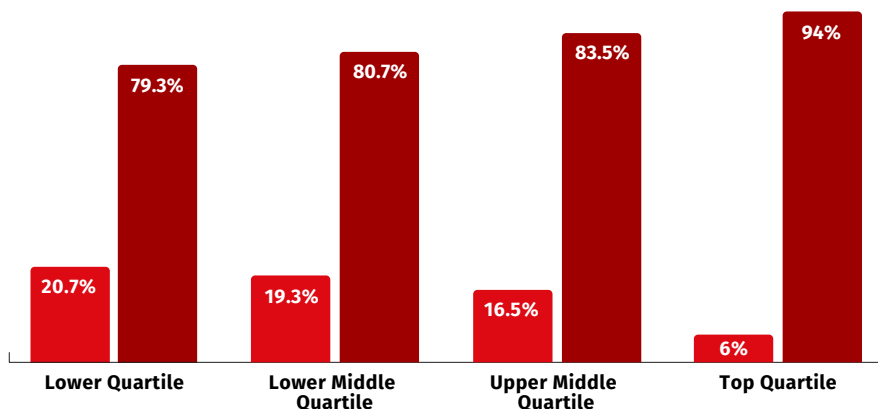


Table 4: Gender proportions in the UK



## Findings narrative

When using the calculations for pay comparison, as prescribed for this report, a difference in representation by gender in roles, especially at the more senior levels, results in a pay difference by gender. This specific calculation does not accurately reflect our pay practices in action.

At Rackspace Technology, we use a globally accepted standard for determining compensation based on market rates for specific roles. We use this methodology to ensure we have comparable pay for comparable roles, regardless of gender.

Our Diversity, Inclusion and Belonging strategy is backed by an action plan that intends to improve the balance of gender representation at Rackspace Technology.

Since our last report, we have seen a number of positive changes in closing both our mean pay gap and our mean and median bonus pay gap.

Additionally, we have welcomed our first cohort of university graduates into the UK. 40% of this cohort are female and are part of a comprehensive training and development program so they can build strong careers in the tech industry.

Through our agile ways of working, a flexible benefits scheme and in-house programs like Rackspace University and Racker Experience, we're focused on enabling Rackers to shape their own career path whilst supporting work/life balance and priorities that we know have changed for many Rackers as a result of the COVID-19 pandemic.





# Our Diversity, Inclusion and Belonging statement

**Rackspace Technology is committed to advancing diversity and inclusion at every level in our company.**

**We deliver the future for our customers by creating a culture where Rackers feel a sense of belonging and thrive by being their authentic whole selves at work.**

Rackspace Technology fosters an inclusive environment that encourages Rackers to bring their whole selves to work. We recognise that each individual has a unique background and perspective that creates diversity of thought and sparks innovation.

Our global Diversity, Inclusion and Belonging strategy is built on the foundation that all Rackers and potential Rackers, customers, vendors, business partners and guests are treated with respect. It enables us to hire key talent, drive revenue and support the communities in which we serve.

*“As a woman working in a leadership role within the tech industry, it’s really important that we continue to work hard to keep advancing diversity, inclusion and belonging at every level of our organisation. I’m really proud to be playing a part of those plans and making sure that our Rackers can truly thrive at work.”*

Katerina Frolich, VP International HR

# About the data in this report

This is a statutory report for our UK employees, prepared as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report covers the snapshot date of 5 April 2021.

## About Rackspace Technology

Rackspace Technology is the multicloud solutions expert. We combine our expertise with the world's leading technologies — across applications, data and security — to deliver end-to-end solutions. We have a proven record of advising customers based on their business challenges, designing solutions that scale, building and managing those solutions, and optimizing returns into the future.

As a global, multicloud technology services pioneer, we deliver innovative capabilities of the cloud to help customers build new revenue streams, increase efficiency and create incredible experiences. We attract and develop world-class talent to deliver the best expertise to our customers. Everything we do is wrapped in our obsession with our customers' success — our Fanatical Experience® — so they can work faster, smarter and stay ahead of what's next.

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