Our Company

NetApp is the data authority for hybrid cloud. We provide a full range of hybrid cloud data services that simplify management of applications and data across cloud and on-premises environments to accelerate digital transformation. Together with our partners, we empower global organisations to unleash the full potential of their data to expand customer touchpoints, foster greater innovation and optimize their operations.

Global Diversity, Inclusion, & Belonging

Vision
As part of our core values at NetApp, we fully embrace and advance a diverse, inclusive global workforce with a culture of belonging that leverages the backgrounds and perspectives of all employees, customers, partners, and communities to foster a higher performing organization.

Our Approach
At NetApp, we are proud to foster an environment that celebrates our differences, authenticity, and individuality as strengths and opportunities to grow together. We are not just a company of products, but of people, all working together in the spirit of collaboration. We fully embrace and advance a diverse, inclusive global workforce. Our strategies include:

• Delivering inclusive leadership and mitigating bias education learnings

• Increasing number of employee Affinity Groups which include Women in Technology, NetApp Veterans, NetApp Network of Blacks in Tech, Latinos Unidos at NetApp, Proud at NetApp

• Expanding and strengthening external partnerships that enables us to partner with experts to brand, attract, diversify and develop our talent pipeline, increase retention, educate the next generation of leaders and expand into non-traditional markets

• Advancing a global culture where leaders and employees are modelling diverse and inclusive behaviours

• Aligning and embedding Global Diversity, Inclusion & Belonging (DIB) initiatives into the strategic work of the organization and mapping to the employee experience

• Measuring progress through commitment and accountability

Supported by our leadership, we continue to focus on building diversity throughout the company to cultivate a high performing organization. We embed diversity into the strategy of our business by providing leaders with the tools needed to lead inclusively. In support of this effort, we also created a dedicated role in 2019 to lead the recruitment and retention efforts for our non-traditional talent, including veterans, differently abled, returnships and apprenticeships.
NetApp UK Limited

NetApp UK has approximately 329 employees, (as of snapshot date 5th April 2019) based in England and Scotland. Our UK Head Office is located in Uxbridge, Middlesex. Our roles within the UK organisation are predominantly in Sales and Solutions Engineering (64%), but also include Customer Supporting Roles (17%) and Company Supporting Roles (19%).

NetApp Compensation Philosophy

NetApp evaluates remuneration with no regard to gender, age, ethnicity or beliefs. Our compensation philosophy is to pay employees competitively within the market we compete in. This is done by valuing the level of education, experience, skill and responsibilities required to fulfill a specific job or job type and remunerating employees accordingly. Our pay is also based on performance that provides compensation rewards that are directly linked to performance and valued behaviour, which is objectively evaluated through NetApp’s annual performance program.

Gender Pay Gap Report

NetApp’s Gender Pay Gap Report shows the overall median and mean gender pay and bonus gap, based on hourly rates of pay per the snapshot date 5th April 2019, and total bonus pay between April 2019 and the 12 months prior.

NetApp UK Workforce

Figure 1: This chart illustrates the male and female population that make up the total NetApp UK workforce of 329 employees

- Total Employees: 329
- Male Employees: 266
- Female Employees: 63
- Non-commission: 39%
  - Male: 61%
  - Female: 39%
- Commission: 11%
  - Male: 89%
  - Female: 11%
Our 2019 Results

Comparing NetApp’s mean and median hourly gender pay and bonus gap 2019 to 2018, we see the following results:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2019</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean Hourly Pay Gap</td>
<td>30.83%</td>
<td>30.21%</td>
<td>0.62%</td>
</tr>
<tr>
<td>Median Hourly Pay Gap</td>
<td>27.22%</td>
<td>32.21%</td>
<td>5.00%</td>
</tr>
<tr>
<td>Mean Bonus Pay Gap</td>
<td>59.25%</td>
<td>46.17%</td>
<td>13.09%</td>
</tr>
<tr>
<td>Median Bonus Pay Gap</td>
<td>50.53%</td>
<td>68.51%</td>
<td>17.98%</td>
</tr>
</tbody>
</table>

**Mean & Median Hourly Gender Pay Gap & Bonus Gap**

Our analysis of our gender pay gap report shows that the overall difference between our male and female employees’ earnings is 30.21% (mean) or 32.21% (median).

The IT industry is an industry that attracts more male than female employees. The NetApp UK site is primarily a sales office employing far more sales employees than non-sales employees. On average, the mean and median earnings difference, between our male and female population, continues to be a result of having more males than females in our UK office, occupying senior positions.

The significant difference in the number of male and female employees, in addition to the fact that few females are in senior roles, highly contributes to the outcome that the average mean and median earnings of our male employees is higher.

NetApp is focused on improving the diverse representation in its workforce and continues to take active steps in reviewing our pay positioning and ensuring we pay male and female employees equally who are in similar jobs that require similar skill sets.
Within NetApp the variable component of an employee’s pay is comprised of either an annual incentive pay, or commission pay. Both the variable components are included in the calculation of the bonus gap, while there are significant differences between these two components.

Employees in sales related roles are paid on commission. The commission is based on achieving specified goals and sales targets, which comprises a significant part of their salary. All employees who are not in commissionable functions are eligible to receive a discretionary annual incentive payment which is based on company performance, job level and individual performance.

**NetApp Pay Quartiles**
Comparing NetApp’s gender proportion against the four pay band quartiles from 2019 to 2018, we see the following results:

- Lower quartile – **an increase of 1.5%**
- Lower middle quartile – **a decrease of 5.3%**
- Upper middle quartile – **a decrease of 0.4%**
- Upper quartile – **an increase of 4.6%**

![Figure 4. This chart illustrates the gender distribution of all NetApp UK employees across four equally sized quartiles.](image)
NetApp Bonus Participation

The NetApp bonus gap is 46.17% (mean) and 68.51% (median). While the mean bonus gap has reduced by 13% since last year, a gap continues to remain due to a higher proportion of male employees versus female employees occupying commissionable positions within Sales and Solutions Engineering roles. As can be seen from the overall proportion of employees receiving a bonus, both male and female employees have an equal opportunity to participate in and earn a bonus at NetApp.

It is important to further clarify that the bonus snapshot for commissionable employees is reflective of actual commission paid during the timeline established. Our annual bonus plan for non-commissionable employees is paid in July each year for the previous fiscal year. Therefore, the data for non-commissionable roles, where most all our females are employed, is for the fiscal year prior.

Like many other companies within the high-tech industry, NetApp’s gap in gender pay is mostly driven by the fact that there are far more male employees (81%) within our total UK workforce and that the commissionable roles and managerial roles are mostly occupied by men. NetApp continues to actively consult, educate, and inform our managers with regards to hiring more diverse candidates and addressing identified pay gap concerns.

84% 91%

*Figure 5: Proportion of employees receiving bonus pay between April 2019 and 12 months prior*
NetApp Initiatives to Close the Gap

Hiring & Pipeline
NetApp understands the importance of inclusive hiring practices. We partner with professional talent networks and community-based organisations focused on providing a diverse applicant pool for our sourcing and recruiting needs. In connection with its commitment to gender diversity, NetApp is committed to ensuring qualified female candidates are reviewed for all job openings, with female employees participating on the interview team. The salary offered is based on experience and skills, not on gender. NetApp continues to build the talent pipeline with talent mapping for key positions and information from competitors. We aim to hire the most qualified candidate for the position and will always ensure a positive candidate experience.

Sales, Support and Services (S3) Academy
As a company committed to developing our future workforce, we created a global program that enables our University Graduate Hires to fast track their careers through mentoring, leadership exposure, and hands-on training. The Sales, Support and Services Academy is a 2-year program that gives graduates base skills and on-going preparation to equip them for success in their careers.

The S3 Academy is designed for entry-level talent. It includes a robust 90-day training, business integration support, and other tailored programs to promote development and community. During the training, Academy participants gain the foundational knowledge needed to have a basic understanding of the Storage Industry, NetApp, and products and solutions. Additionally, they effectively develop transferable soft skills that will allow them to excel within the organization and in their long-term careers.

Mandatory Unconscious Bias Training for Managers
As NetApp continues its journey to advance towards a more inclusive and belonging organization, we hold ourselves accountable for driving cultural change at NetApp.

NetApp have made it mandatory for all managers to complete an Unconscious Bias training to mitigate bias not only during the hiring process but also to help educate our managers on actions that reduce bias, shape positive experiences, promote motivation, career and performance outcomes.

Advocating for Women in Technology at NetApp
It is imperative that we embrace diversity in the workplace and make positive strides toward change so that our business and employees succeed.

NetApp Women in Technology (WIT) is a 10-year-old organization that supports women in their careers at NetApp. The organization also exposes young women to career opportunities in technical fields and influences our corporate culture to further embrace diversity in the workplace. Our mission is to support and foster the development of NetApp’s women employees by providing a forum for mentoring, networking, communication, and professional development. Founded in 2009, WIT at NetApp has over 1200 members across 13 geographical sites worldwide, including the UK.
Assisting women in their careers
NetApp provides professional development opportunities and mentoring opportunities to help women at NetApp advance in their careers, develop their leadership potential, and improve their upward mobility.

International Girls in ICT Day
International Girls in ICT Day is a global initiative that aims to encourage and empower girls and young women to consider studies and careers in the growing field of Information and Communications Technology (ICT). The goal of Girls in ICT Day is to enable both girls and technology companies to reap the benefits of greater female participation in the ICT sector.

Review of Parental Leave Policies
In 2019, NetApp reviewed its maternity policy to further enhance our benefit offering. By changing our company maternity pay scales we become a more attractive employer for women, demonstrating that NetApp is a gender inclusive employer that supports its employees as their family life and circumstances evolve.

NetApp is also looking to review its shared parental leave policies to promote the uptake of shared parental leave. This change will help contribute positively towards reducing the gap on gender pay by encouraging parents to share child-caring responsibilities more equally.

Exposing women to technical career opportunities
Informing women about technical career opportunities and encouraging them to pursue them is imperative for future growth in technology.

NetApp Closing Statement
NetApp confirms that the data and information presented in this report are accurate as of the snapshot date 5 April 2019 and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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