

Rackspace Technology

Gender Pay Gap Report

2020 Report





Kevin Jones
Chief Executive Officer



Martin Blackburn
EMEA Managing Director

A statement from our CEO

As a global organisation, we believe that every Racker is a valued member of a winning team on an inspiring mission. Diversity and inclusion is fundamental to our culture and drives growth, creativity and innovation, helping us make better decisions for our business and for our customers.

While we have made improvements in gender representation and the gender pay gap, we know we can do more. We're committed to advancing diversity, inclusion and belonging at every level of the company. We remain focused on the changes needed in the areas of recruitment, development, and engagement to attract and retain women throughout their careers.

A statement from our EMEA Managing Director

Diversity, inclusion and belonging isn't something we do at Rackspace Technology, it's something that we believe in at the core of our organisation.

We've made progress in improving the numbers of women in the UK, most notably in our more junior level roles. While this is important and part of our longer-term talent leadership pipeline, we are also committed to investing in the careers of women in the short-term through internal opportunities for growth and promotions. 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

Table 1: Mean and median bonus pay

	Mean	Median
Bonus Pay - Men	£15,288.73	£6,536.43
Bonus Pay - Women	£9,380.13	£5,449.57
Bonus Pay Gap	38.7%	16.6%

Table 2: Mean and median hourly pay

	Mean	Median
Hourly Pay - Men	£35.71	£30.35
Hourly Pay - Women	£27.30	£24.91
Hourly Pay Gap	23.6%	17.9%

Table 3: Proportion of employees that received a bonus

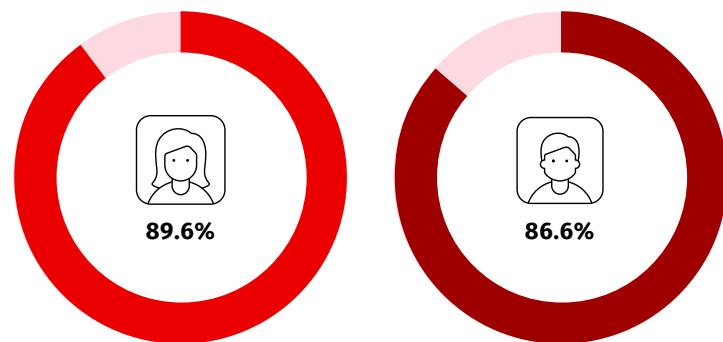


Table 4: Gender proportions

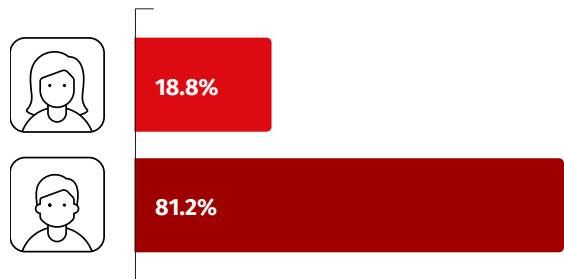
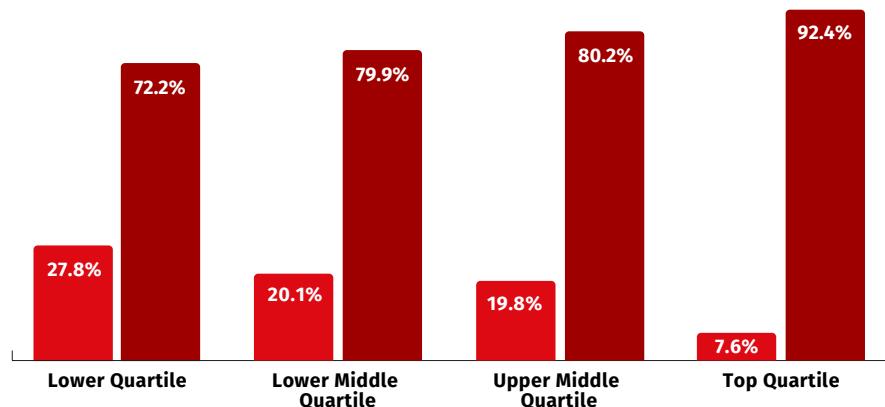


Table 5: Gender proportions



Results narrative

Tech Nation's 'Diversity and inclusion in UK tech companies' report states that around 19% of the workforce in the UK tech industry are women, which is reflective of the gender split at Rackspace Technology.

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.



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.



Empowering and developing women at Rackspace Technology

Rackspace Technology has implemented initiatives designed to attract and retain women at every function and at every level in our organisation.

Rackspace Technology has several employee resource groups that we refer to as Racker Resource Groups (RRGs). An RRG is a company sponsored diversity employee resource group that focuses on lifting, developing, connecting, and supporting Rackers to enhance Racker experience and advance the overall Diversity, Inclusion and Belonging strategy.

POWER is an example of one of our RRGs and this group has very clear goals; setting up a mentorship program to guide career progression, addressing the transition of returning to work for new mothers, and building external awareness that Rackspace Technology is a great place for women in technology.

“As a woman working in our industry, it’s really important to me that we play a role in the education around women in technology, leadership roles and the importance of equality. My role as Chair of the POWER RRG is one way for me to do this and I feel really proud that I can be a voice for women and part of an organisation that is openly committed to diversity, inclusion and belonging.”

Vanessa Thompson, Customer Success Manager and POWER RRG Chair

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.

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 2020. Rackspace Technology did not produce a report in 2020 covering the snapshot date of 5 April 2019, due to the impact of the Coronavirus pandemic.

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