



F5 Networks Limited UK Gender Pay Gap Report 2018

At F5, we believe that our future success relies on our ability to continually improve the diversity and inclusivity of our worldwide workforce at every level of the organisation. This means that we are committed to a strong and increasing focus on identifying, nurturing and retaining female talent.

Gender pay and equal pay

Gender pay is not the same as equal pay. Equal pay ensures that men and women doing the same work, or work of equal value, are paid the same unless there is a valid, non-discriminatory reason for paying them differently. Gender pay is very different. It is the statistical output of a calculation that does not take into account the types of jobs that people are doing. Gaps in gender pay are associated with demographic imbalance in a workforce.

Why do we have a gender pay gap?

28% of F5's UK staff are female. The key factors impacting our UK-based pay gaps are:

- Female representation in sales roles. Our commission-driven sales roles typically achieve the highest wages, and only a low proportion of these roles are filled by women. In the past year, we've increased female representation in the total sales workforce by 8%. Our UK salesforce is now 24% female. We have big ambitions to build on this encouraging momentum going forward.
- Female representation amongst senior management. Only 16% of senior management roles are held by women

What are we doing to address the pay gaps?

Recruitment process

- We strive to ensure that a diverse slate of candidates from underrepresented groups and backgrounds are considered for all open positions.
- We expanded diverse sourcing to include more online resources and strategic community partnerships.
- We implemented Textio, an application that helps us to ensure that all our role profiles are well written, engaging and gender neutral

Recent retention, development and awareness-raising initiatives

Fundamentally, F5 believes that long-term trends are a better indicator of progress than year-on-year comparisons. On this basis, we are undertaking a range of actions to address the gender pay gap, including:

- Launching online diversity and inclusion training courses on unconscious bias, which all employees have completed.
- Introducing an Inclusive Leadership Activation Lab for all people managers.
- Signing the [CEO Action for Diversity and Inclusion pledge](#). This requires our company to commit to:
 - continually making our workplaces trusted places for complex, sometimes difficult, conversations about diversity and inclusion.
 - implementing and expanding unconscious bias education.
 - sharing best practices, lessons learned, and priorities for improvement across the organization.
- Hiring a senior director for Diversity and Inclusion to orchestrate crucial strategic and cultural changes.
- Continuing to develop our mentoring programs for all employees worldwide .
- Championing our Employee Inclusion Groups by investing in their members and their development.
- Introducing a global “Freedom to Flex” initiative to facilitate more inclusive, empathetic and flexible working practices.

2018 gender pay gap figures

F5 knows that eliminating the gender pay gap can only be achieved with sustained effort and focus. We are determined to continually improve our standing as an inclusive and diverse employer of choice.

See below for our gender pay gap statistics as of 5 April 2018.

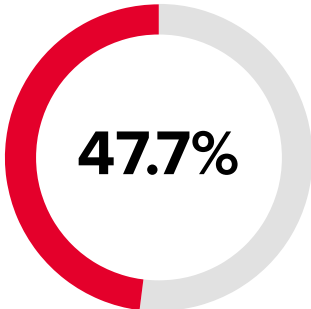
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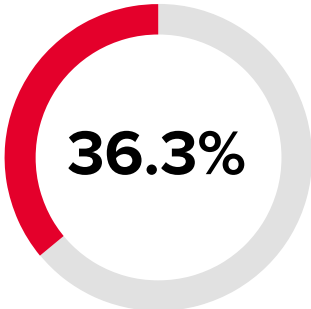
Board Director

Pay and Bonus Gaps in the UK

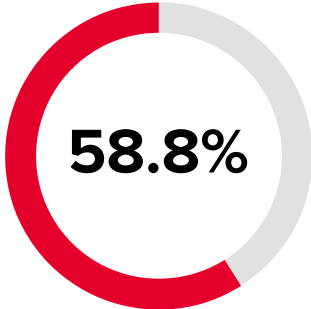
Mean Gender Pay Gap



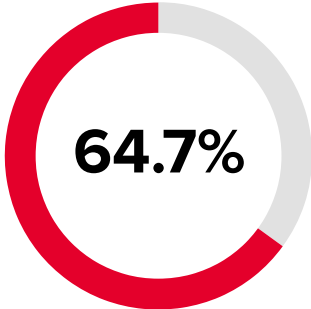
Median Gender Pay Gap



Mean Gender Bonus Gap

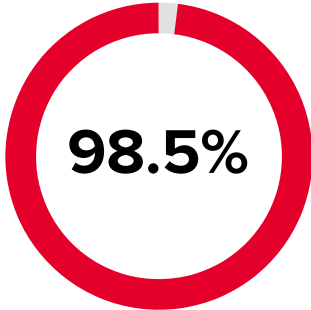


Median Gender Bonus Gap

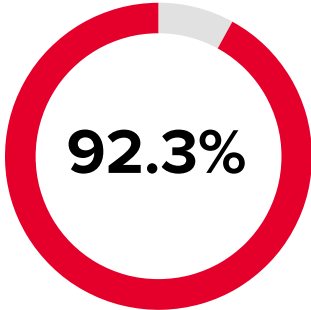


Percentage of men and women receiving bonuses in the UK

Male



Female



Employee Population by Quartiles

■ Male
■ Female

