

CDK Global (UK) Limited Gender Pay Gap Report

2017 - 18

Introduction

At CDK Global we believe in job opportunities for everyone. Diverse backgrounds, ideas and experiences are the only way to deliver world-class service to our customers.

As an organisation we are committed to addressing gender representation and supporting women in the workplace.

We Demand Diversity: Our differences are our strengths.



Definition

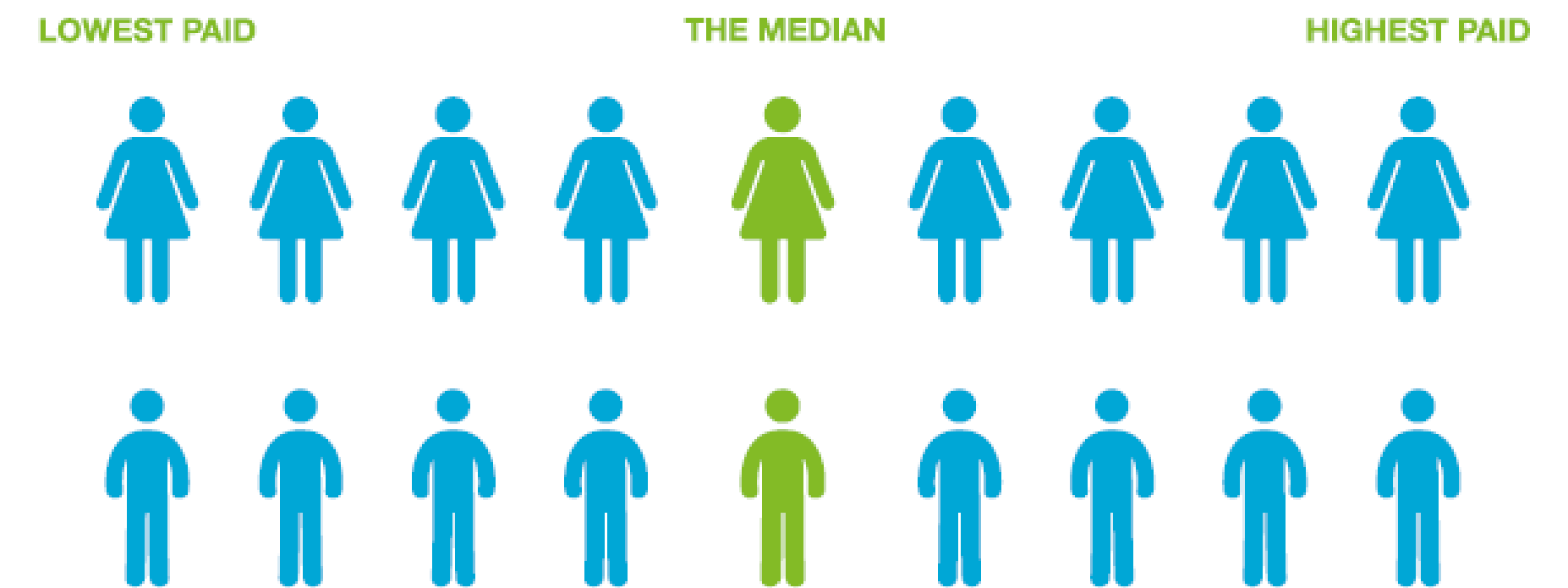
What is a gender pay gap?

A gender pay gap is a measure of the difference in average pay of men and women, regardless of the number of male vs. female in the organisation or the nature of their work.

How is it calculated?

Median Pay - if all employees were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the woman in the middle of their line and the pay of the middle man.

Mean Pay - the mean gender pay gap shows the difference in the average hourly rate of pay between men and women.



How is this different to equal pay?

Equal pay is the difference in pay between men and women who carry out the same or similar jobs. The gender pay gap does not give us a measure of equal pay. Having conducted some analysis of like for like roles we are confident that we practice equal pay within CDK Global.

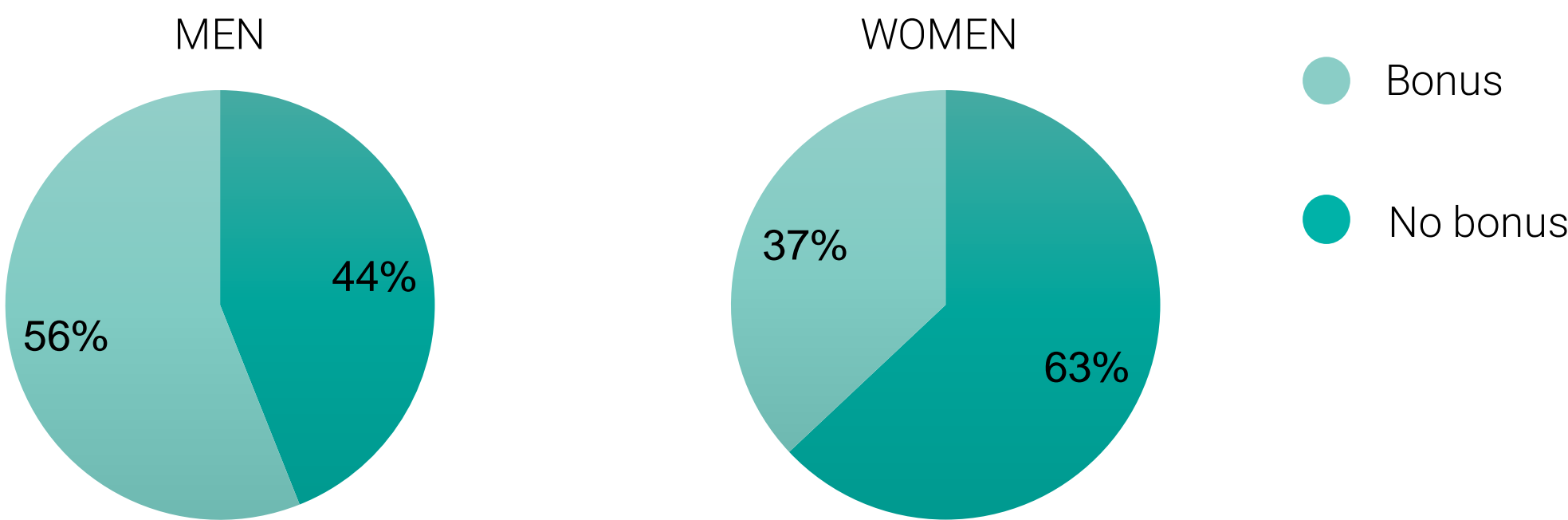
Our Results

Pay

We're pleased to report that for 2017 - 18 our average gender pay gap decreased versus the previous year. At CDK Global (UK) Limited our mean gender pay gap is now **11.5%**. At **7.6%** our median gender pay gap is significantly below the national average of **17.9%** but we always aspire to be better than average.

Bonus

At CDK Global (UK) Limited *all* employees above a certain job grade are eligible for a bonus.



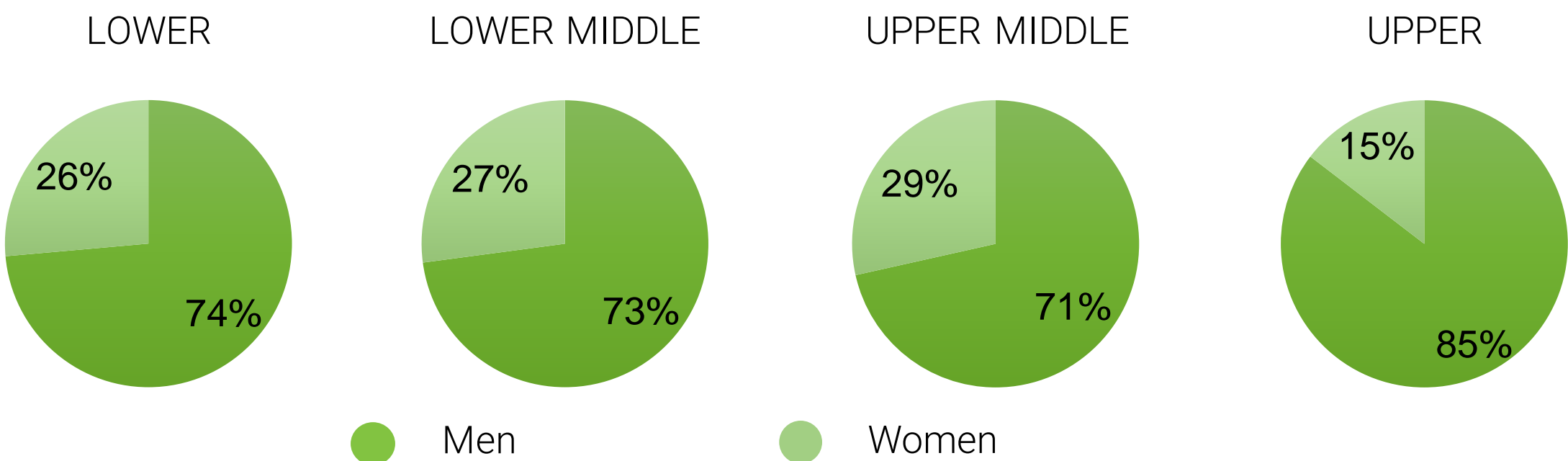
Mean bonus gap **36.0%**

Median bonus gap **10.3%**

The large difference between the mean and median can be attributed to the higher proportion of men vs. women in our most senior level roles.

Pay Quartiles

As can be seen from the Bonus gap analysis, here is a further breakdown of female vs. male by pay quartiles. As you can see there are fewer women in upper middle and upper quartiles, something we are committed to addressing.



Across approximately **510** UK employees our gender balance was approximately **24%** female and **76%** male in line with the reporting period.

