The transformation of our recruiting, hiring, and development programs is an ongoing process. We have translated our commitment to diversity and inclusion into action through diverse pools of candidates in leadership roles, global affinity groups, and learning opportunities. The results of this transformation will have a lasting, positive impact on the culture of our organization.” – Laura Sue D’Annunzio, Rackspace Chief People Officer
The findings

The following information represents an average of our data during the period from April 2017 to April 2018.

The current gender balance of our UK workforce is approximately 80% male and 20% female.

Studies show that women make up only 18-19 percent of tech workers in the UK. We are not satisfied with these numbers. We are determined to influence ongoing change in our industry, along with other technology companies, through proactive involvement in the community where we will provide opportunities for more women to grow professionally.

### Table 1: Mean and median hourly rate pay gap

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly pay gap</td>
<td>21.8%</td>
<td>24.2%</td>
</tr>
</tbody>
</table>

### Table 2: Mean and median bonus rate pay gap

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bonus pay gap</td>
<td>36.5%</td>
<td>14.6%</td>
</tr>
</tbody>
</table>

### Table 3: Proportion of men and women who received bonus payments

- **Men**: 80.8%
- **Women**: 77.2%

### Table 4: Proportion of men and women in each quartile pay band

- **Top Quartile**
  - Women: 10.8%
  - Men: 89.2%
- **Upper Middle Quartile**
  - Women: 15.6%
  - Men: 84.4%
- **Lower Middle Quartile**
  - Women: 23.5%
  - Men: 76.5%
- **Lower Quartile**
  - Women: 28.1%
  - Men: 71.9%

Gender split at Rackspace

The current gender balance of our UK workforce is approximately 80% male and 20% female.
Current efforts that serve as the foundation for our ongoing diversity and inclusion strategy

Advancing women in tech

We believe in welcoming employees into a workplace that provides a sense of belonging and an environment that encourages professional development and advancement regardless of gender. We continue to partner with external organisations, such as universities and colleges, to expand our pipeline of diverse talent. Our process to attract more women in our workforce includes striving for a diverse pool of candidates for leadership roles and ensuring that our recruiters address any inconsistencies or unconscious bias behaviours in the hiring process. We offer development and networking opportunities through formal training as well as through mentorship programs and employee resource groups that include employees from the UK. We also offer top-tier parental leave and flexible work arrangements for our employees, including for new parents returning to work.

“I was promoted to a director position in the period between my two children and have successfully managed to continue to operate at this level as part of the Service Delivery Leadership team. My contribution is what is measured, not the number of hours I work... My work-life balance is great, and something I am never expected to compromise.”
- Kerry Moulton, Director, Service Delivery Strategic Programmes

“The parental leave provided by Rackspace was such a great help and a real differentiator for Rackspace compared to many other companies. My manager has been entirely supportive of my request to slightly adapt my working hours so that I can collect my children from nursery in the evening.”
- Catherine Staite, Communications Manager

Inclusion Council

The Rackspace Inclusion Council provides leadership and guidance to promote an inclusive workforce culture that attracts and retains top talent. The Council is comprised of diverse leaders from across the business – including three members of our executive leadership team. The Council develops and implements strategies that improve the recruitment, retention, development and promotion of women and underrepresented groups in all of our offices around the world.

EmPOWERing women

Employees lead the charge

Hanna Stacey, a Senior Executive Assistant in the Hayes office, is leading the charge of globalizing our Professional Organization for Women's Empowerment at Rackspace (POWER). “I connected with leadership,” she shared, “and said I would be happy to take on the responsibility of making POWER a truly global group. I find it so refreshing that every employee is enabled to make an impact and to have a seat at the table.”

As a four-year employee, Hanna is excited to have the opportunity to affect change. “We launched POWER in the UK on International Women’s Day,” Hanna said, “by inviting female customers in leadership roles to participate in an open panel discussion around various topics, including diversity in technology and in our workplace.”

Hanna attributes her passion for empowering women to spending much of her time in male-dominated environments. “I come from a family with eight uncles and only brothers. My career before Rackspace was in the music industry, which is clearly male-dominated as well.”

“You often look around,” she continued, “especially in boardrooms, and it’s hard not to think, ‘I’m the only female in this room. Why is that?’ I’m proud to say that I’m now supporting a leadership team of six women and three men.”

The goals of POWER in the UK are clear: 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 is a great place for women in technology. “We want everyone to know that Rackspace is a destination employer for women in tech,” Hanna emphasized, “and by maintaining an inclusive environment, we’re only adding more and more value.”
We confirm the data reported is accurate with hourly rate pay from April 2018 and bonus pay from April 2017 to April 2018.

Joe Eazor, Chief Executive Officer

About Rackspace

At Rackspace, we accelerate the value of the cloud during every phase of digital transformation. By managing apps, data, security and multiple clouds, we are the best choice to help customers get to the cloud, innovate with new technologies and maximize their IT investments. As a recognized Gartner Magic Quadrant leader, we are uniquely positioned to close the gap between the complex reality of today and the promise of tomorrow. Passionate about customer success, we provide unbiased expertise, based on proven results, across all the leading technologies. And across every interaction worldwide, we deliver Fanatical Experience™. Rackspace has been honoured within the top 10 Great Places to Work for more than a decade. Learn more at www.rackspace.com.