

Pitney Bowes Gender Pay Gap



The gender pay regulations require UK employers with more than 250 employees to publish their gender pay gap. We are therefore required to publish data regarding Pitney Bowes Limited.

Definitions

Gender pay gap is the measure of the difference in the average pay between men and women, regardless of their role.

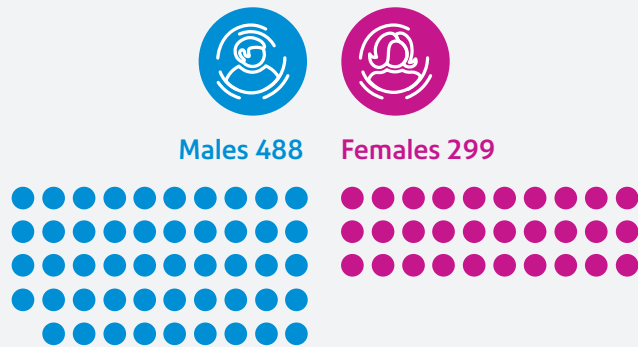
It expresses the difference between the average male pay and the average female pay as a proportion of the average male pay.

The gender pay gap reflects the distribution of men and women across a company, and does not take into consideration the role that the employee performs or the seniority.

Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work.

What does our Company look like?

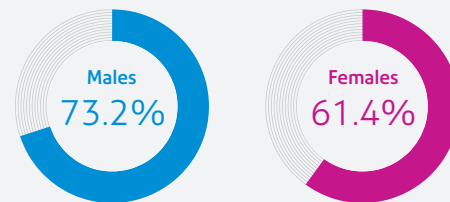
Gender split



What is our pay gap?

	Mean	Median
Gender pay gap	19.8%	18.2%
Gender bonus pay gap	39.4%	14.3%

The proportion of male and female employees who received a bonus:



The proportion of male and female employees in each quartile:

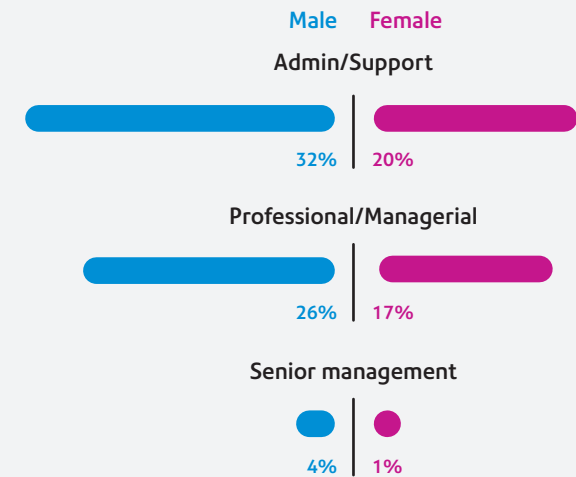
	Male	Female
Upper	71.5%	28.5%
Upper middle	67.4%	32.6%
Lower middle	70.5%	29.5%
Lower	41.7%	58.3%

What the gap tells us...

Our gender pay gap figures as at April 2017 tell us a number of points:

- Our gender pay gap is driven by having a higher percentage of males in senior roles and those that attract a higher salary. 38% of our employee population are female, however our more senior roles only have a female representation of 24%.
- Our gender bonus pay gap is driven by fewer females in senior roles where higher bonuses are paid.

Gender split by job type



Our initiatives:

Agile working

We have led the way with our commitment to agile working and how we support employees with flexibility in terms of both how, and when they work. The Workplace Agility program focuses on empowering employees to work effectively, wherever they are and with minimal constraints - focusing on results and performance, enabling autonomy and choice while meeting the business needs. This supports individuals health and wellbeing and enables them to have a greater work life balance.

Catalyst CEO Champions for Change

Our CEO is a member of the Catalyst CEO Champions for Change initiative to support and drive diversity, inclusion and gender equality and advance women into leadership roles. We have previously earned the Catalyst Award for its diverse and inclusive practices toward women who now represent 42% of our global workforce, 27% of our global senior management, 30% of the CEO's senior management team and 36% of our Board of Directors.

Internal mobility

Pitney Bowes is committed to taking an 'inside first' look at our talent and putting the right people in the right place at the right time. We will support employees in preparing for an internal career opportunity, with their transition after their move and their continued career development. This allows employees to explore new opportunities within the Company and encourages our inclusive practices towards women.

PBWIN

The Pitney Bowes Women's Inclusion Network (PBWIN) is designed to support the inclusion and development of women to further the company's business success. Participation in the network and its activities is open to employees of all genders who want to support women's growth and opportunities to deliver more value. PBWIN is part of our global diversity and inclusion strategy which seeks to help the company win in its markets by: understanding market and cultural differences to serve our clients better; respecting the contributions of each in order to work together better; strengthening our ability to win with the best talent; and using our diversity of thought and life experiences to fuel innovation.

Our plan:



- Reducing the gender pay gap at Pitney Bowes is a key focus.
- We have a fair reward structure and pay philosophy and will continue to ensure the application of this throughout the Company
- We will continue to have a dedicated focus on diversity and inclusion supported by senior management
- We will focus on attracting and securing a wide and balanced talent pool
- We will promote gender diversity through Company initiatives
- We will encourage development and career driven conversation to support internal mobility

Declaration:

I confirm the gender pay gap data provided has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

Ryan Higginson
Vice President and
UK Country Leader

Andy Jones
HR Director, UK & ROI