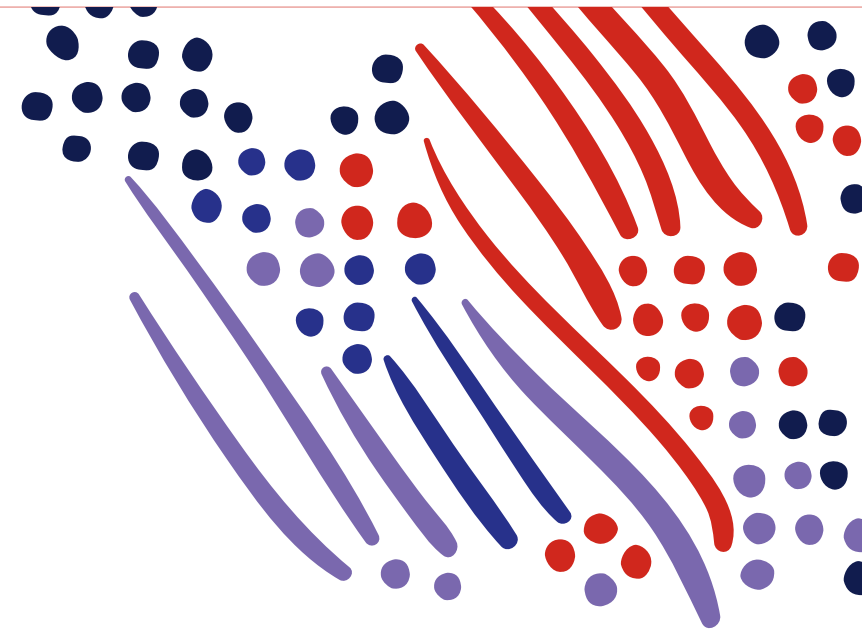


ADP UK

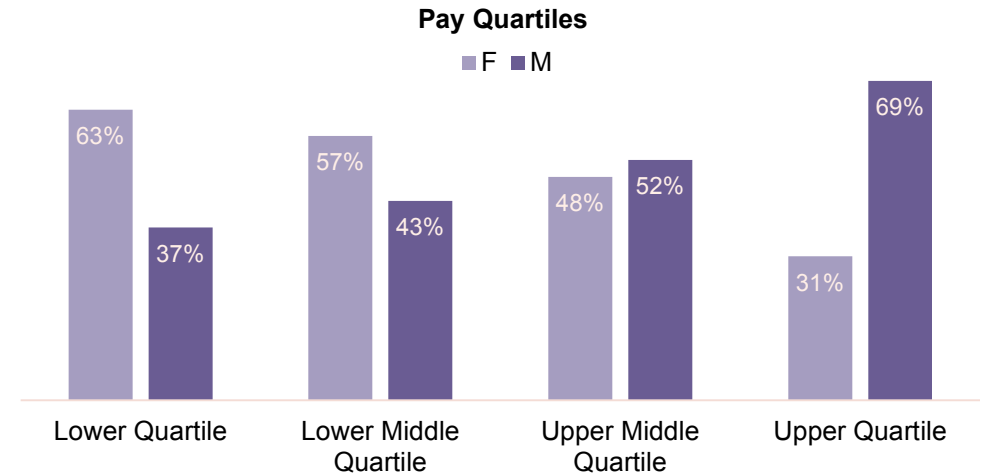
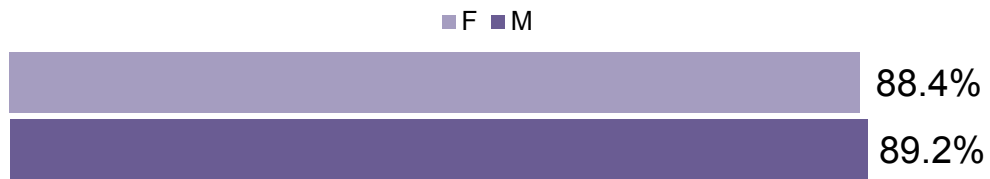
Gender Pay Gap Report 2018



2018 Gender Pay Gap Results

	Median	Mean
Pay gap	21.5%	23.5%
Bonus gap	31.1%	60.7%

Proportion of men and women receiving bonus payments



Our gender pay gap statistics have remained largely steady. We continue to have a higher proportion of men in sales, technology and senior executive roles. There is a strong focus from our local and global leaders to address these gaps. We firmly believe that these gaps do not indicate pay inequity between men and women.

Jeff Phipps, UK General Manager

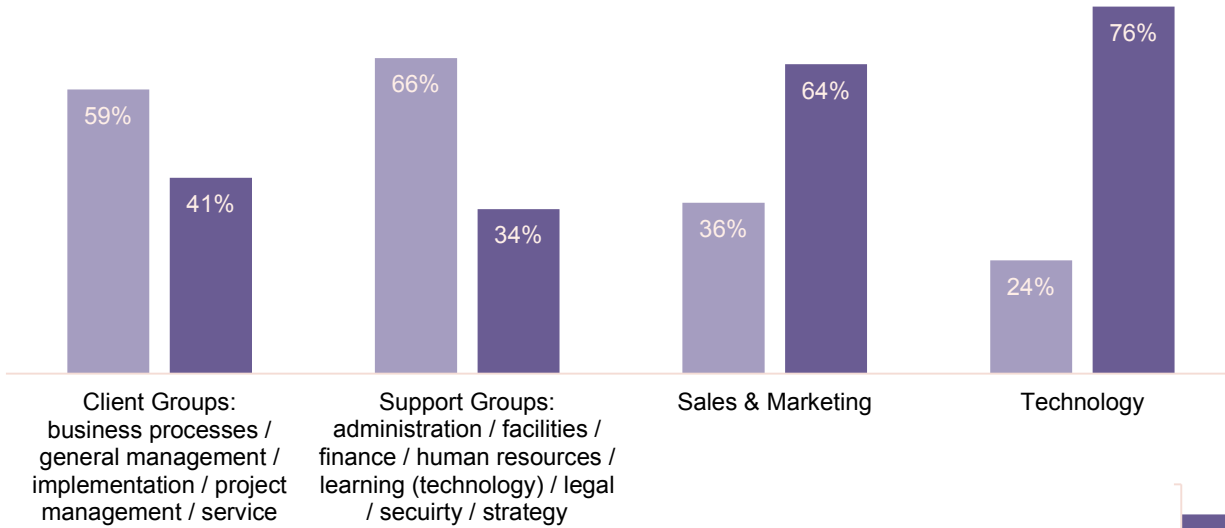
ADP holds a passionate belief that the best organisations comprise a diverse workforce who feel valued and able to fulfil their potential. We are proud of the progress we have made, for example at director level and manager level where 40% and 56% respectively are women. This demonstrates ADP's long term commitment to develop a diverse workforce ensuring the future health of the business. We believe growing our own pool of talent to address the disparity at the executive level is the right course of action. We do continue to see challenges in the technology area where there is a shortage of female computer science graduates yet ADP have still managed to attract a higher percentage of female employees than the 19% reported by HESA for 2016/17. In the past year actions we have taken include increased paid paternity leave, all senior executives have undertaken unconscious bias training and we plan to give that training to all people managers at ADP in the next 12 months. As required by the regulation, I confirm the data reported is accurate.

Jeff Phipps

Key Metrics

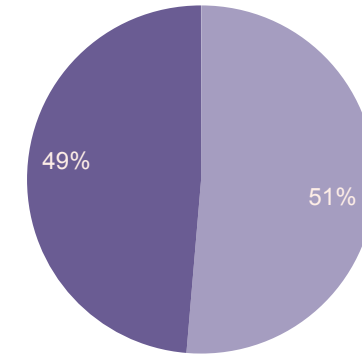
Gender Split by Job Family

■ F ■ M



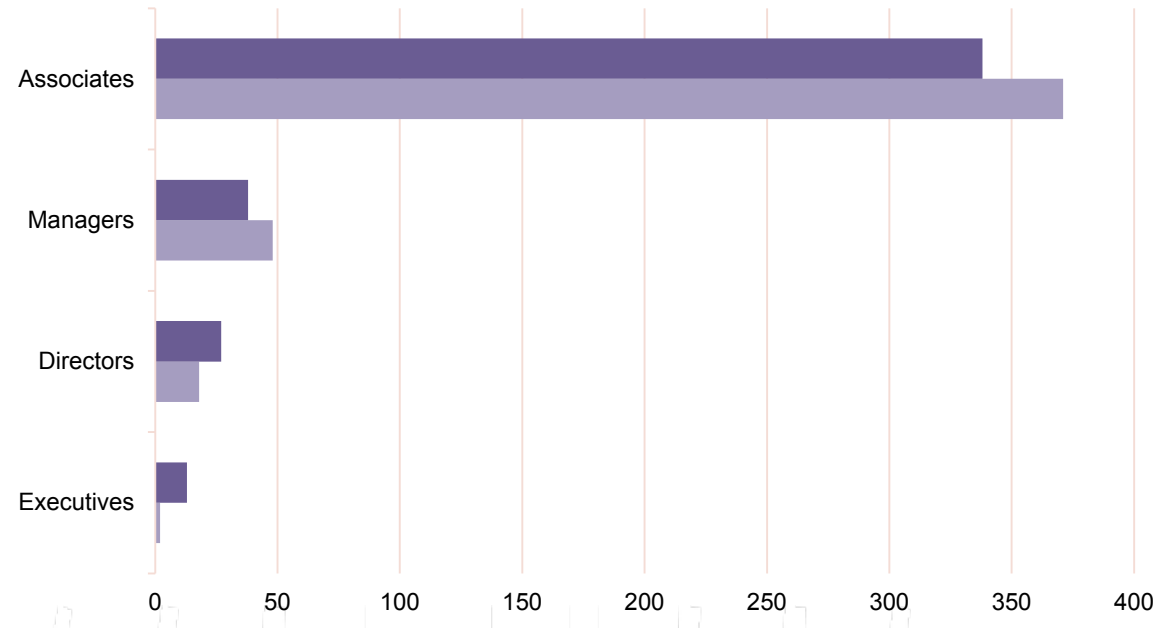
ADP overall gender split

■ F ■ M



Gender split

■ M ■ F



Our associate data shows that some of our larger business units such as Sales and Technology are more male dominated.

We see a good overall gender split UK wide.

Diversity Action Plan

Action plans

Our leaders are committed to improving gender diversity across our business. We are confident that our diversity programmes will deliver in time. Some of these programmes include:

- iWIN (International Women's Inclusion Network): The purpose of this group is to Engage, Equip and Empower women to achieve personal and professional success to drive ADP's business results.
- WIL (Women in Leadership) promotes leadership and career advancement opportunities for our executive women, with the mantra: "reach as you climb", so that every step you move forward you bring someone with you.
- Culturally we are supportive of flexible working patterns and modern day working practices, we are a people-focused business and we care about our associates and actively support work life balance.

