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## Mitel Networks UK Limited - Gender Pay Gap Information

The data presented below has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The figures are taken from employee data correct as at 5<sup>th</sup> April 2017.

### Mitel Networks UK Limited Headcount

Males	=	231
Females	=	70

#### 1. Gender Pay Gap

This data includes all full pay relevant employees and shows the difference between the average hourly pay of male and female employees:

Mean Gender Pay Gap	=	24%
Median Gender Pay Gap	=	37%

#### 2. Bonus Gender Pay Gap

This includes all relevant employees, and shows the difference between average bonuses paid to male and female employees:

Mean Gender Bonus Pay Gap	=	24%
Median Gender Bonus Pay Gap	=	30%

#### 3. Proportion of Male and Female Employees Receiving Bonuses

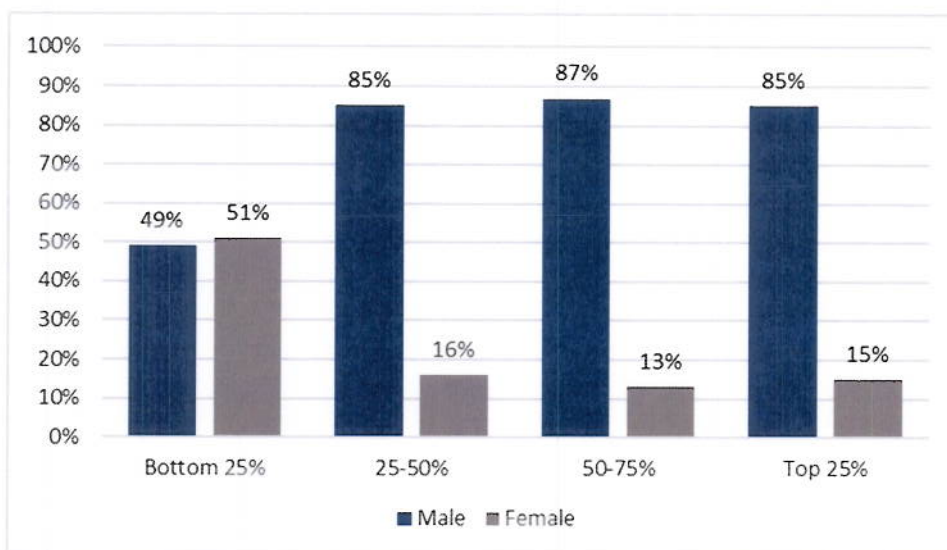
This includes all relevant employees, and shows the percentage of male and female employees that were paid a bonus in the pay period:

Males	=	100%
Females	=	100%

#### 4. Male and Female Employee by Pay Quartile

This includes all full pay relevant employees and shows the percentage of male and female employees in each pay quartile.

Percentage of male and female employees by pay quartile



#### Narrative

Mitel has examined the UK pay and bonus data and we feel it is important to highlight a few points:

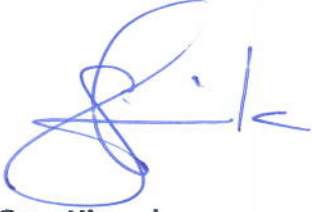
- 77% of our UK workforce is male and 86% of our senior roles are currently carried out by men. It is a fact across our industry that fewer women apply for our technical roles such as customer engineers and field support specialists (which are key roles in our UK team). To help address this, Mitel will be actively trying to recruit females to join our organization at all levels. We are working with our recruitment partner, Manpower to find innovative ways to attract more females into the industry.
- When reviewing average pay within our internal pay bands, salaries are not that dissimilar between males and females. The challenge is more to do with females being underrepresented in middle management and senior roles within the Mitel Networks UK Limited legal entity.
- Within our Mitel Europe legal entity, half of employees are females based in the UK. They carry out senior roles across our European and Global business. Their salaries would be positioned in the top quartile of the gender pay gap analysis, but as they are employed under a different legal entity to Mitel Networks UK, they are excluded from the reported figures.



- All employees are eligible for incentive pay and 100% of males and females received an annual bonus or sales commission payment in the bonus pay period.
- Mitel will continue to address and reduce our pay gap through talent development, and succession planning. Through our talent management processes, we will work to ensure there is increased equity between both genders.
- Mitel's senior management team are also committed to improving diversity amongst our workforce. We have recently become a partner of Lean In, an organization which works to empower women to achieve their ambitions. Mitel contributed to its Women in the Workplace study and will be using many of the resources Lean In offers to promote diversity and support women in the workplace at all levels of the organization.
- Throughout our organization globally, Mitel has a number of females in senior roles and our Senior Vice President Finance, Vanessa Kanu was recently nominated for the Ottawa Chamber of Commerce Business Award, one of Ottawa's most prestigious business awards recognizing accomplished and rising business leaders under the age of 40.
- In March 2017, Mitel appointed Martha H. Bejar to its Board of Directors. Ms. Bejar is co-founder and CEO of Red Bison Advisory Group, LLC. A recipient of numerous industry awards, Ms. Bejar was recognized with the top fifty Hispanic women in the United States by Hispanic Inc. Business Magazine; the Hispanic Business Media's award for the 2008 Woman of the Year; and the Visionary Award from LISTA (Latinos in Information Sciences and Technology Association).
- In 2018 nearly half of Mitel's Business Excellence Circle Award winners are female. This is our most prestigious award for non-sales employees, which recognizes key individuals that have made extraordinary contributions to Mitel and are responsible for making a significant difference to colleagues, partners and customers on a day-to-day basis.
- Mitel also understand that to attract and retain top talent, we must ensure we are flexible and allow our employees the ability to balance both work and life. We encourage all employees to work remotely and have home based workers, both male and female. To support this, Mitel supplies all IT equipment to ensure employees are fully equipped to carry out their roles away from the office.

We do however acknowledge that there is a gender pay gap, but feel the initiatives listed above demonstrate Mitel's commitment to ensuring gender equality across the organization in the coming years.

For and on behalf of  
Mitel Networks UK Ltd

A handwritten signature in blue ink, consisting of a large, stylized 'G' followed by 'Hiscock'.

**Greg Hiscock**  
**VP, Legal and General Counsel**  
**Company Director, Mitel Networks UK Ltd**