

Rackspace Technology

UK Gender Pay Gap Report

2022 Report





Amar Maletira
Chief Executive Officer

A statement from our CEO

At Rackspace Technology, our employee value proposition (EVP) states that “Rackers are valued members of a winning team on an inspiring mission.” I take this EVP very seriously, with diversity, inclusion and belonging at the heart of our culture. One of my highest priorities is ensuring that the decision-making voices within the company bring a variety of perspectives, experiences and cultural points of view to the table.

While we’ve made improvements in gender representation, we still have more work to do. We remain focused on the changes needed to attract and retain women throughout their careers in the areas of recruitment, development and engagement. We are committed to heightening our efforts on the governance, programs and feedback mechanisms front to ensure that our workplace is one where every Racker can thrive.



Kelly Butler
SVP, Global HR & Chief Diversity Officer

A statement from our Chief Diversity Officer

We are committed to fostering an inclusive and welcoming company culture, which helps us unleash innovation and bring our best solutions for our customers every day. In addition to robust and evolving people practices, our Racker Resource Groups (RRGs) help us create this culture in which every Racker feels that they belong and can bring their best ideas and authentic selves to the table. We have nine global RRGs, including the Professional Organisation for Women’s Empowerment at Rackspace (POWER), Together with Pride (for members of the LGBTQ+ community), and Rackspace Inclusive Support and Empowerment for Black and African cultures (RISE).

As the first Chief Diversity Officer at Rackspace Technology, I carry a strong responsibility and passion towards creating pathways for our diverse employee community (our Rackers) to succeed. I’m committed, along with the entire Executive Leadership Team, to elevate the focus on gender representation, as well as career advancement and opportunities for everyone in the company to grow their careers and make a difference for our customers, communities and each other.

The findings

Based on a snapshot date of 5 April 2022

Table 1: Mean and median bonus pay for UK employees

| | Mean | Median |
|-------------------|------------|-----------|
| Bonus Pay - Men | £21,416.90 | £6,649.99 |
| Bonus Pay - Women | £13,789.40 | £6,677.15 |
| Bonus Pay Gap | 35.61% | -0.41% |

Table 2: Mean and median hourly pay

| | Mean | Median |
|--------------------|--------|--------|
| Hourly Pay - Men | £40.00 | £35.64 |
| Hourly Pay - Women | £34.70 | £31.10 |
| Hourly Pay Gap | 13.25% | 12.74% |

Table 3: Proportion of employees in the UK that received a bonus

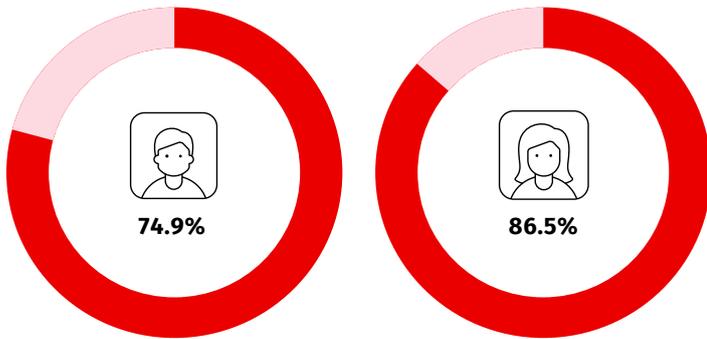
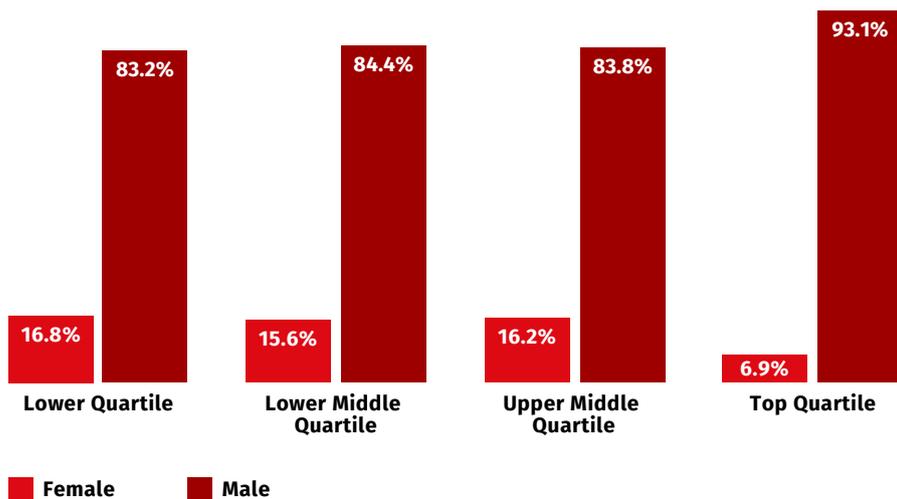


Table 4: Gender proportions in the UK



Findings narrative

At Rackspace Technology, we use a globally accepted standard for determining compensation based on market rates for specific roles. We use this methodology to ensure that we have comparable pay for comparable roles, regardless of gender.

When using the calculations for pay comparison, as prescribed for this report, a difference in representation by gender in roles, especially at the more senior levels, results in a pay difference by gender. This specific calculation does not accurately reflect our pay practices in action.

Our Diversity, Inclusion and Belonging Strategy is backed by an action plan that intends to improve the balance of gender representation at Rackspace Technology.

Since our last report, we have seen a number of positive changes in closing our pay gap and our median bonus pay gap, as calculated by the methods prescribed for this report.

In addition, we were formally recognised for our achievements in culture, engagement, inclusivity and workplace experience at an industry- and regional-level last year.





Our Diversity, Inclusion and Belonging statement

Rackspace Technology is committed to advancing diversity and inclusion at every level in our company.

We deliver the future for our customers by creating a culture where Rackers feel a sense of belonging and thrive by being their authentic whole selves at work.

Rackspace Technology fosters an inclusive environment that encourages Rackers to bring their whole selves to work. We recognise that each individual has a unique background and perspective that creates diversity of thought and sparks innovation.

We spark innovation through diversity, our actions and behaviors foster inclusion and our culture drives acceptance and belonging.

“At Rackspace Technology, we expect and appreciate that you bring your whole and authentic self to work. We value your mind, your skills, your creativity and your energy. We strive to create an environment that’s equitable for all — and that includes gender equity. We know that there is more to do and it will take all of us to build the culture and outcomes that we are striving for.”

Elizabeth Parnell, COO, Private Cloud, Rackspace Technology, and Executive Sponsor for RackParents RRG

About the data in this report

This is a statutory report for our UK employees, prepared as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report covers the snapshot date of 5 April 2022.

About Rackspace Technology

Rackspace Technology is the multicloud solutions expert. We combine our expertise with the world's leading technologies — across applications, data and security — to deliver end-to-end solutions. We have a proven record of advising customers based on their business challenges, designing solutions that scale, building and managing those solutions, and optimizing returns into the future.

As a global, multicloud technology services pioneer, we deliver innovative capabilities of the cloud to help customers build new revenue streams, increase efficiency and create incredible experiences. We attract and develop world-class talent to deliver the best expertise to our customers. Everything we do is wrapped in our obsession with our customers' success — our Fanatical Experience® — so they can work faster, smarter and stay ahead of what's next.

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