



ARRIS Global Ltd

# GENDER PAY GAP REPORT 2017

ARRIS International plc (NASDAQ: ARRS) is a global technology company with nearly 8,700 employees, working in more than 30 countries. Our industry-leading hardware, software and services transform the way that people and businesses stay informed, entertained, and connected. A global innovator in network, video, and broadband technology, ARRIS is helping to power a smart, connected world.

*“Our people are the heart of ARRIS. Their talent, skills and commitment are key to all our past and future achievements,” says Vicki Brewster, SVP Human Resources. “We are made stronger through our diverse backgrounds, ideas, teamwork, and mutual respect. Making sure our people continue to develop and have an environment where they can perform to the best of their abilities is a major strategic priority for us.”*

## WHAT IS THE GENDER PAY GAP?

Under new legislation, all UK employers with 250 employees or more must report their gender pay gap every year. The gender pay gap is defined as the difference between the mean and median hourly pay of men and women expressed as a percentage of men’s earnings.

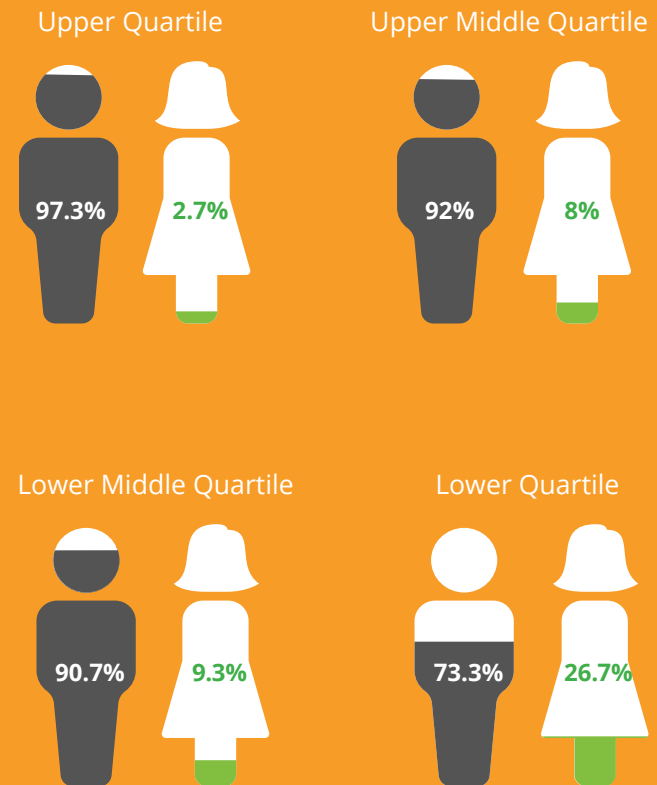
The gender pay gap, as expressed here, is not the same as equal pay. Equal pay means that men and women in the same employment performing equal work receive equal pay, as set out in the Equality Act 2010.

## THE RESULTS

ARRIS takes the gender pay gap seriously and already reports data analytics to senior management and the Board of Directors on new hires, terminations, promotions and job levels by gender.

In the UK, ARRIS comprises a number of distinct entities, only one of which, ARRIS Global Ltd (AGL), meets the requirement for gender pay gap reporting based on the number of relevant employees. This is provided below for AGL; however, the gender pay gap for the consolidated British workforce can also be found in the appendix.

## PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE (by hourly pay)



The gender pay data shows that we have a gender pay gap in favour of men. As with many organisations in the STEM (Science, Technical, Engineering and Maths) sector, ARRIS Global Ltd has significantly more male employees (7.5:1), with less than 3% female employees in the upper quartile. This is something that has a strong influence on the gender pay gap.

### GENDER PAY AND BONUS GAP

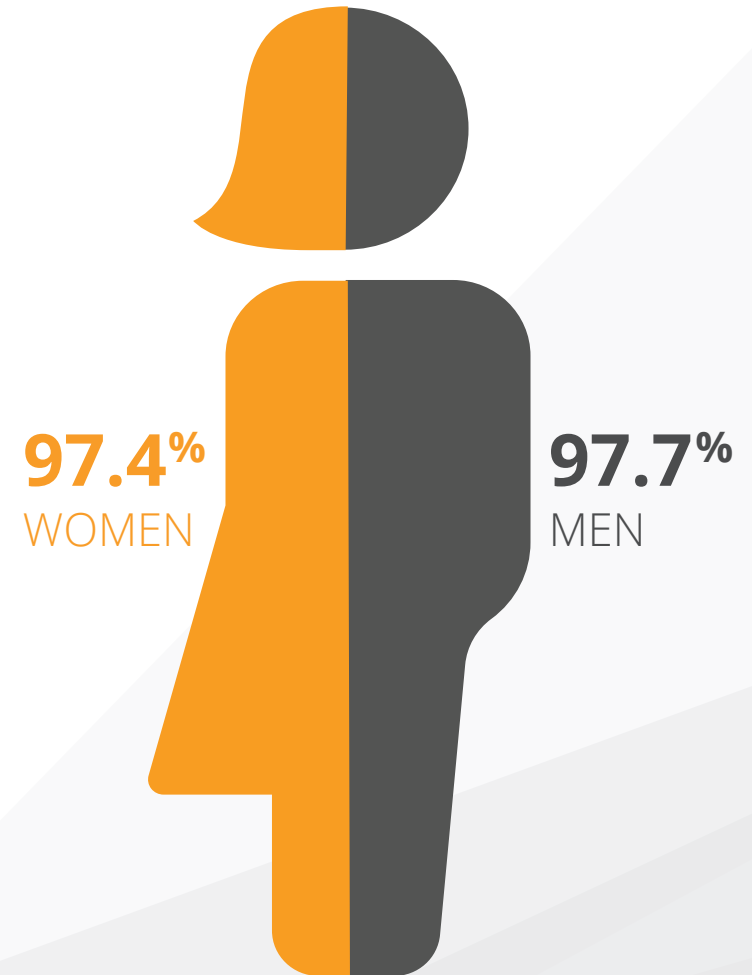
PAY & BONUS	MEAN	MEDIAN
GENDER <b>PAY</b> GAP	28.1%	26.0%
GENDER <b>BONUS</b> GAP	42.8%	41.4%

**The average gender pay gap** for technical companies, as published by Mercer UK in 2017 is 25%. The ARRIS Global Ltd gender pay gap of 28.1% is not unexpected, although higher than we would like.

All current ARRIS UK employees are eligible to participate in a bonus scheme, typically a corporate bonus or sales incentive. Some employees were not in receipt of a bonus during 2017, as they did not meet additional requirements, for example they may have had an employment start date after the bonus plan year close, although they would be entitled to be participate in the scheme the following year.

**The bonus pay gap** is more favourable to males, as higher representation of males in positions of seniority also corresponds to higher bonus targets and equity. This also applies to our sales team whose commissions are included as a part of bonus pay.

## % of MALES AND FEMALES RECEIVING BONUS



## MANAGING THE GENDER PAY GAP

ARRIS faces a common industry challenge of attracting and retaining a diverse workforce. While we use the best practices to attract a diverse mix of candidates and new hires globally, we recognise that — like most of the industry — we still need to do more.

ARRIS is an equal-opportunity employer with a diverse workforce, and we are committed to fostering an inclusive environment. To ensure fair and equitable pay, ARRIS maintains a pay-for-performance compensation philosophy. We offer a total compensation program that attracts and retains skilled, high-performing individuals, pays base salary that is competitive in our industry and each country in which we operate, provides short-term and long-term incentives tied to superior future employee and Company performance, and offers best-in-class welfare benefits and retirement programs. We strive to ensure that our compensation practices support equality in pay regardless of gender, nationality, or disability status.

ARRIS is a company which has grown, in part, through acquisition including, buying Pace in 2016 and Ruckus Wireless in 2017. As such, ARRIS has inherited an employee base which has brought with them their own pay gaps. We are committed to closing these pay gaps,

and the following section provides examples of the global programmes that ARRIS has adopted to promote diversity and equal opportunity. We believe such actions will help address some of the factors contributing to the gender pay gap, in particular, the number of men and women in senior roles.

## ACTIONS

In 2016, we established the ARRIS Women's Business Network (AWBN) to foster an environment that promotes diversity, inclusiveness and the personal and professional development of all ARRIS employees.

The network offers training, as well as formal networking and mentoring opportunities. These are designed to help women within ARRIS to develop their professional capabilities and build their profiles. The network also works to bring visibility to senior management of talented women within the organization and provide them with leadership and development opportunities.

Our training platform, ARRIS Academy, also provides employees with technical and non-technical e-learning opportunities. In addition, ARRIS offers its colleagues a range of career-development resources and training strategies designed to help inform, motivate, and drive professional development.

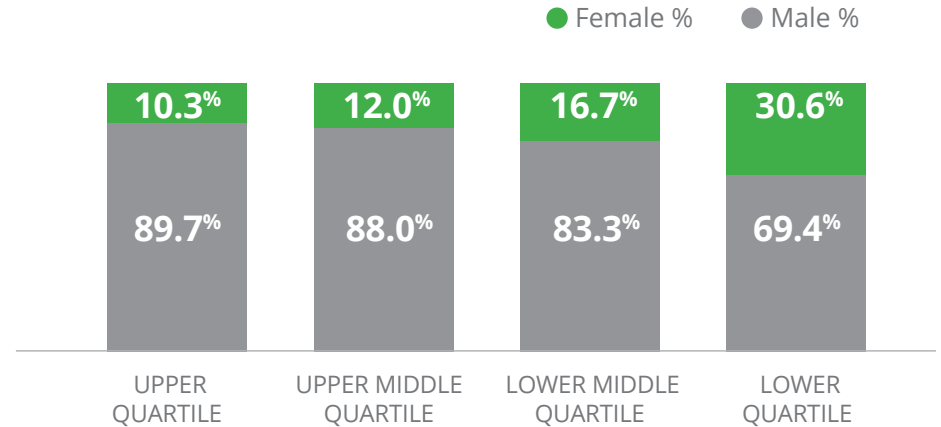
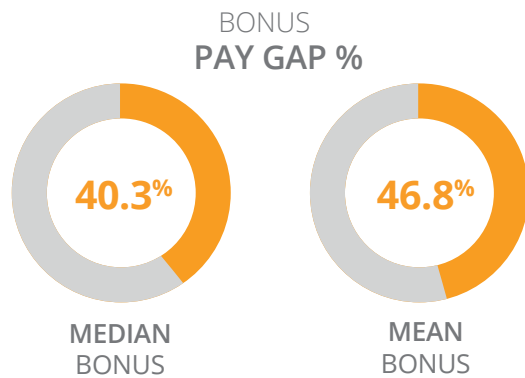
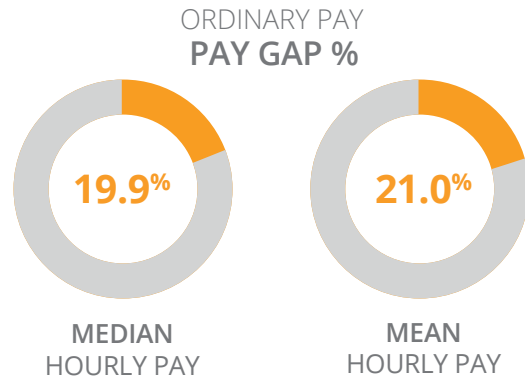
In 2017, ARRIS participated in leadership and development schemes such as Women in Cable Technologies (WICT), Half the Sky, the Quattro Programme, Leaders Edge, Women Unlimited, and the Women's Tech Connect mentoring programme. These programmes help target high-potential women and focus on developing core leadership competencies. They also promote women in technology by offering educational and networking opportunities.

We also believe that a friendly, collaborative atmosphere helps everyone do a better job. Our commitment to attract, retain and develop talent, together with our strong team spirit, growth-oriented and dynamic culture will continue to drive great career opportunities for all our employees.



## APPENDIX

### Gender Pay Gap for all UK relevant employees across all UK entities, ARRIS Global Ltd, ARRIS Solutions UK Ltd and Latens Systems Ltd



	MALE	FEMALE
RECEIVED BONUS	348	76
RELEVANT EMPLOYEES	358	80
% OF RECEIVING BONUS	97.2	95.0

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