

**virtusa**

**Engineering First**

**REPORT**

# **Gender pay gap report**

**Virtusa Consulting & Services Limited**

2021

# Gender pay gap report 2021

Virtusa is a global provider of digital business strategy, digital engineering, and IT outsourcing services. We have conducted a gender pay gap review in line with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and based on data as of 5 April 2021.

## The 2021 Review

At the relevant time, Virtusa had 986 employees in total, 769 of which were male and 217 of which were female. The percentage split of our employees varies slightly across each quartile (from lowest to highest paid roles). Specifically:

Quartile	% of Male Employees	% of Female Employees
Lower Quartile (Q1)	73.76	26.24
Lower Middle Quartile (Q2)	76.43	23.57
Upper Middle Quartile (Q3)	85.71	14.29
Upper Quartile (Q4)	89.29	10.71
Total	81.28	18.72

Of those employees, we have calculated the hourly rate pay gap as follows:

	Mean* %	Median** %
<b>Gender Pay Gap</b>	16.34	17.14

\* The mean pay gap is the average difference in the hourly pay rate

\*\*The median pay gap is the difference between the middle range hourly pay rate.

## Bonus Pay

In the applicable bonus year, 229 employees received bonus payments, of which 181 were male and 48 were female. The percentage of male and female employees who received bonus payments is:

	% of Male Employees	% of Female Employees
<b>2020/2021 Bonus Pay Received</b>	39.69	45.71

The bonus pay gap has been calculated as follows:

	Mean %	Median %
<b>Bonus Pay Gap</b>	48.01	46.62

We confirm that the information stated is accurate and that the data has been calculated in accordance with the relevant regulations.

On behalf of Virtusa Consulting & Services Limited.



**Eranga Pathirage**  
Vice President – Human Resources