



UK Gender Pay Gap Report 2020



In 2020 – a year that changed the world in unforeseen ways – McAfee remained committed to building an inclusive workplace where all can belong.

The shift to remote working and the uncertainty of the world we live in drives home what is important – people. While we may not have been in the same physical location, the events of 2020 brought us closer as a team, and as an organisation.

Deeper connections and harnessing a culture that invites and embraces diverse perspectives and where all voices are heard has helped us support each other throughout the last 12 months.

Ensuring gender equality and inclusion are always at our core. It's why we're proud to uphold pay parity across the company and continue to lead the way for the cybersecurity industry.

We recognise that more needs to be done to improve the representation of women in our industry. We apply best practices to our hiring processes including using more inclusive language in job descriptions and ensuring diverse representation on hiring panels.

In addition, we recognize the need to attract the next generation of talent. We strive to inspire young children and teenagers about a potential career in cybersecurity through our ongoing community outreach efforts.

As we look to the future, we are committed to continuing to pave the way for positive change where we can all belong and work together to protect all that matters.



Handwritten signature of Chatelle Lynch in black ink.

Chatelle Lynch,
SVP, Chief People Officer

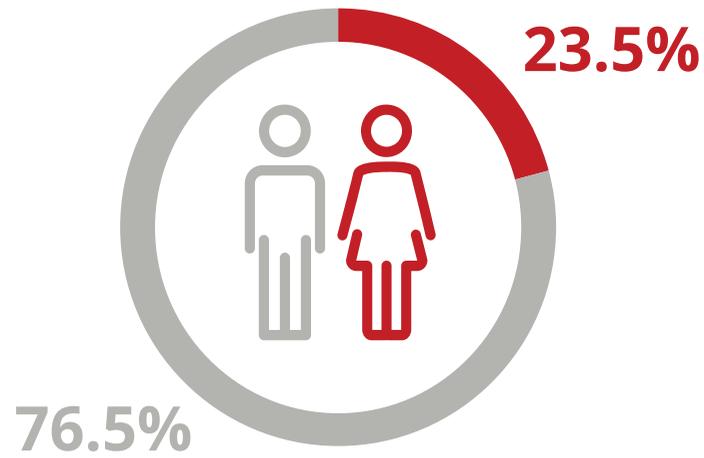
OUR RESULTS AND ANALYSIS

Under UK regulations welcomed by McAfee, all UK employers with 250 or more employees must disclose gender pay gap information following the calculation methodology outlined by the Government Equalities Office. Calculations compare the average of all women's pay to the average of all men's pay. This is different from an equal pay assessment, which analyses the pay of women and men in comparable roles. Data reflected in this report is from the snapshot date of April 5, 2020, and the bonus information from the prior 12 months.



GENDER SPLIT

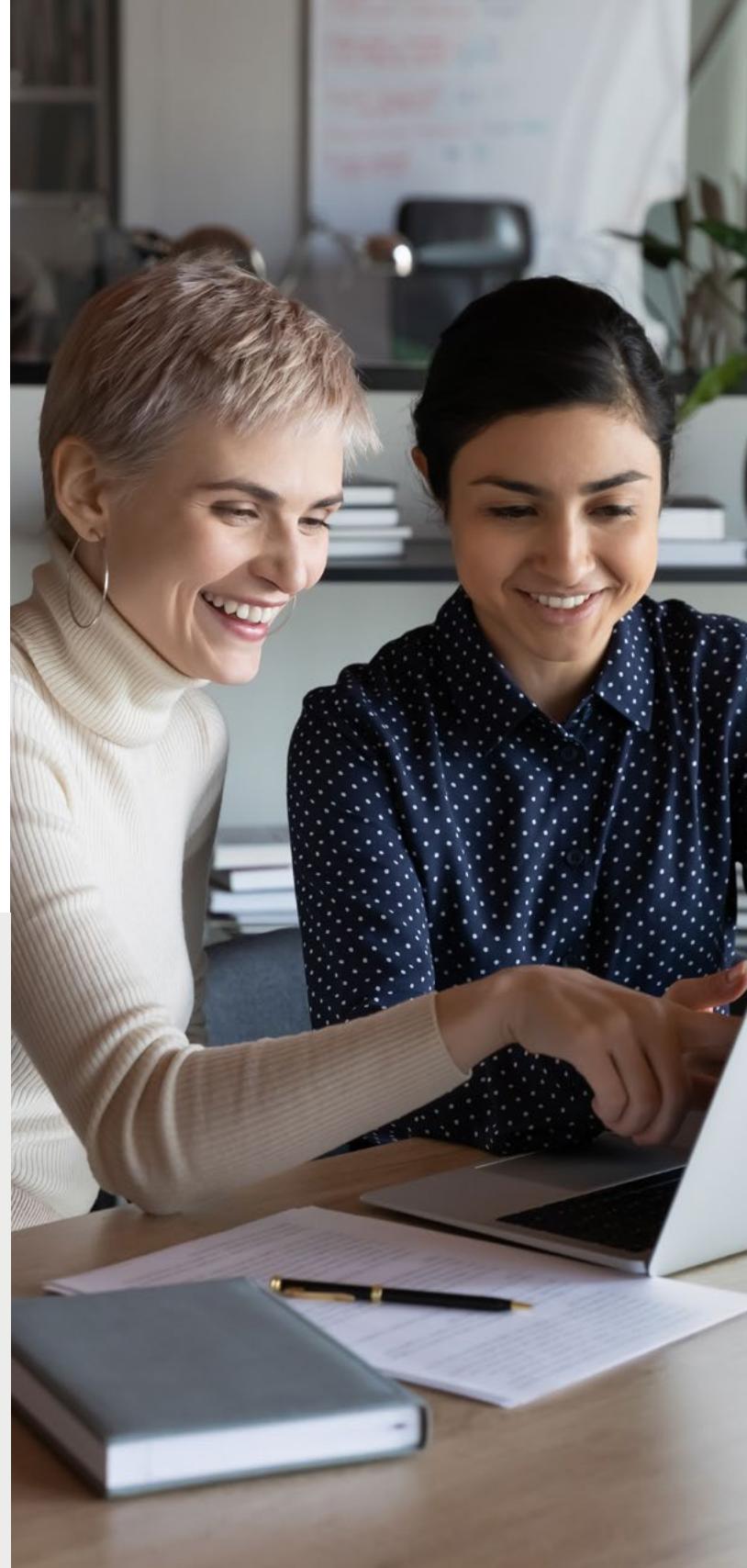
Total UK Gender Split



UNDERSTANDING THE GAP

Gender gap in cybersecurity:

While progress is being made, a global shortage of women cybersecurity professionals still exists. We're pleased to see an increase in women representation at McAfee while recognising there is much more that needs to be done.



CONNECTING WITH TOP TALENT

We remain committed to addressing the underrepresentation of women in our industry and business by ensuring our hiring practices connect us with women from today's available talent pool while also fueling the next generation's interest in cybersecurity.



Ensuring representation on hiring panels: With at least one woman on the hiring panel at every role at every level, candidates are evaluated by varying perspectives. We support requests for women as interviewers by leaning on our Women in Security Community (employee resource group), who are trained in interview techniques.



Interviewing based on values: McAfee continues to leverage values-based behavioural interviewing to provide impartial assessments and remove any unconscious biases.



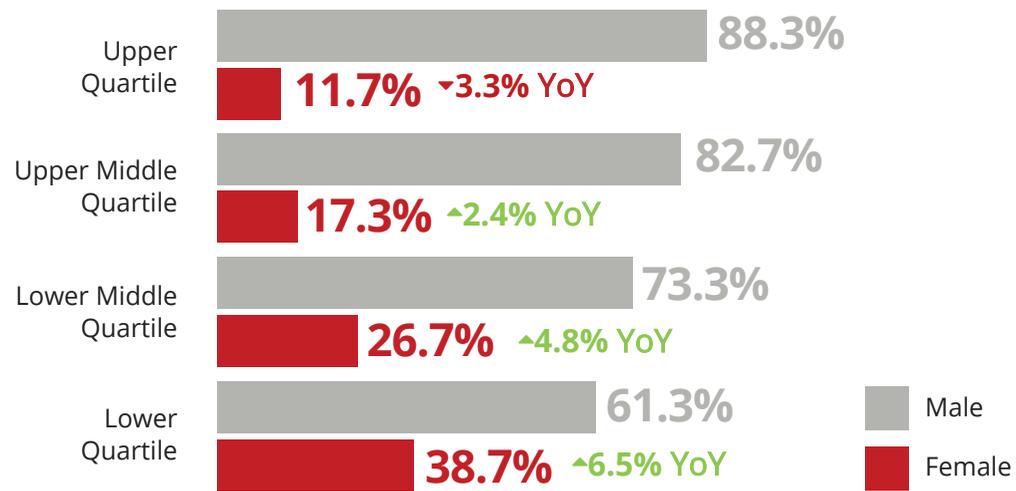
Developing the talent pool of tomorrow: Now, more than ever, we recognize the importance of empowering the youngest members of our society to pursue STEM and cybersecurity careers. The McAfee Online Safety Program aims to inspire the next generation and teach essential online safety skills. To continue reaching youth during the COVID-19 pandemic, we introduced weekly Online Safety Sessions that featured cybersecurity experts including McAfee's Chief Scientist and a McAfee security intelligence leader and former FBI agent.



'Women in Sales' insights series: as part of McAfee's commitment to building a workforce rich of varying perspectives, we launched our Women in Sales series. This social recruitment campaign featured women at McAfee who are making a significant impact in cybersecurity across our sales organization globally and aimed to showcase what a career in technology could offer.

GENDER SPLIT BY LEVEL

Proportion of Male and Female U.K. Employees in Each Quartile Band



UNDERSTANDING THE GAP

Increasing representation, but fewer women in senior positions:

With our focus on recruiting and retaining women within cybersecurity we're proud of the progress we've made in representation in three of the four levels, including a 6.5% increase in women in lower levels and 4.8% in Lower Middle. These are also potential indicators that awareness of a career in cybersecurity may be increasing with more entry level roles being fulfilled by women, although we recognize there is still much progress to be made. Development and retention of women over time in these roles continues to be critical to addressing the next sizable challenge the industry continues to face — fewer women hold upper leadership roles.

HELPING WOMEN THRIVE IN THE WORKPLACE

We retain a focus on increasing the representation of our women across all professions and levels by offering development, providing inclusive benefits and advancement opportunities, and ensuring our culture is one where all can thrive.



Setting the tone from the top: We recognize the power people leaders hold in shaping our inclusive culture. That's why, in addition to the unconscious bias training required of all our employees, we incorporated education about leading inclusive teams into our required training for all people leaders.



Developing future leaders: To build future leaders, we launched a high-potential program in the last year. Of the UK participants, 75% were women, increased from 66.7% in 2019. In addition, we released leadership training that any employee can voluntarily opt into, giving everyone equal opportunities for growth.



Driving an inclusive culture: Our Diversity & Culture Council supports initiatives focused on an inclusive culture. We celebrated International Women's Day with a global panel discussion themed Each for Equal, and hosted events from cooking classes, coffee and cocktails executive series, to tech talks across 13 chapters worldwide.



Building community: Our Women in Security (WISE) Community, connects women in our business with networking and career growth opportunities. Our WISE Community is active in two locations: Slough and Aylesbury. The WISE Community also provides a mentor program to help women reach their career best.



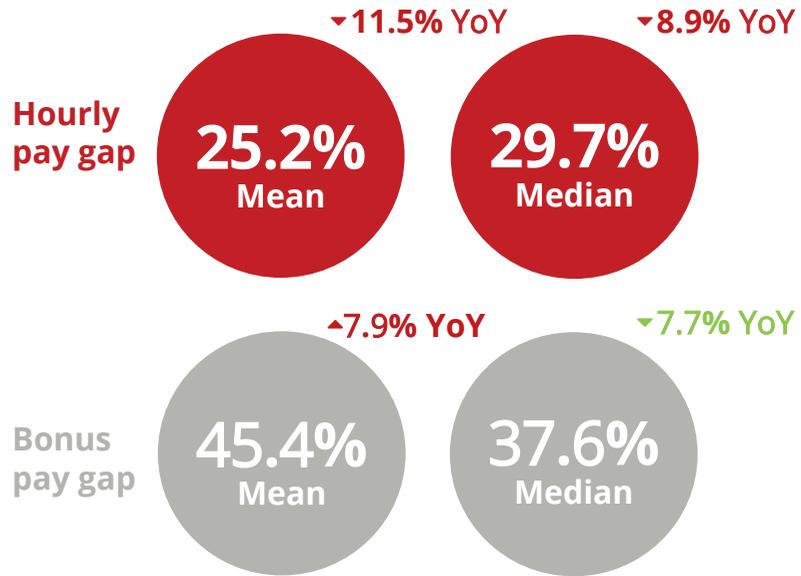
Offering family-friendly benefits: McAfee offers expanded pay for the first 26 weeks of maternity leave and adoption leave paid at 100% of salary. Dedicated parking for pregnant women and nursing rooms are also available when on site. We also provide fertility support and send gift baskets to those who recently grew their families.



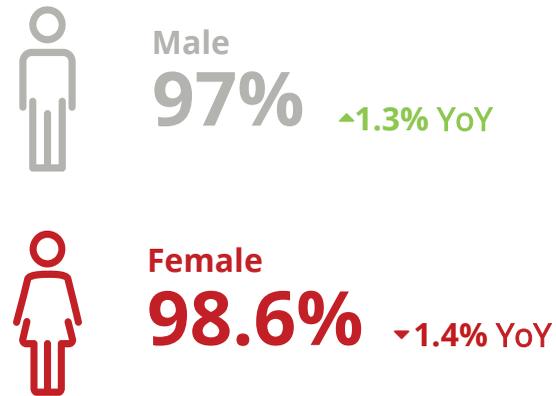
Ensuring equal advancement: Our Diversity Impact Analysis applied to McAfee programs helps address unconscious bias that may impact promotions or awards.

GENDER PAY DATA

Pay and Bonus Gap



Portion of Employees Receiving Bonus Pay



CLOSING THE PAY GAP

The decline of women in the upper levels from 2019 to 2020 widened the hourly pay gap and bonus pay gap by lowering the average of the remaining salaries and bonus payouts. Though change won't happen overnight, we remain committed to closing this gap and driving the change our industry needs.



Leading the industry on pay parity: We believe each employee should be compensated fairly and equally, regardless of gender, when controlling for factors such as performance, tenure, and experience. We feel strongly in this and continue to maintain pay parity year on year. It's important to recognise equal pay assessments analyse women and men in comparable roles, while calculations in this report compare the averages of all women's pay and all men's pay.

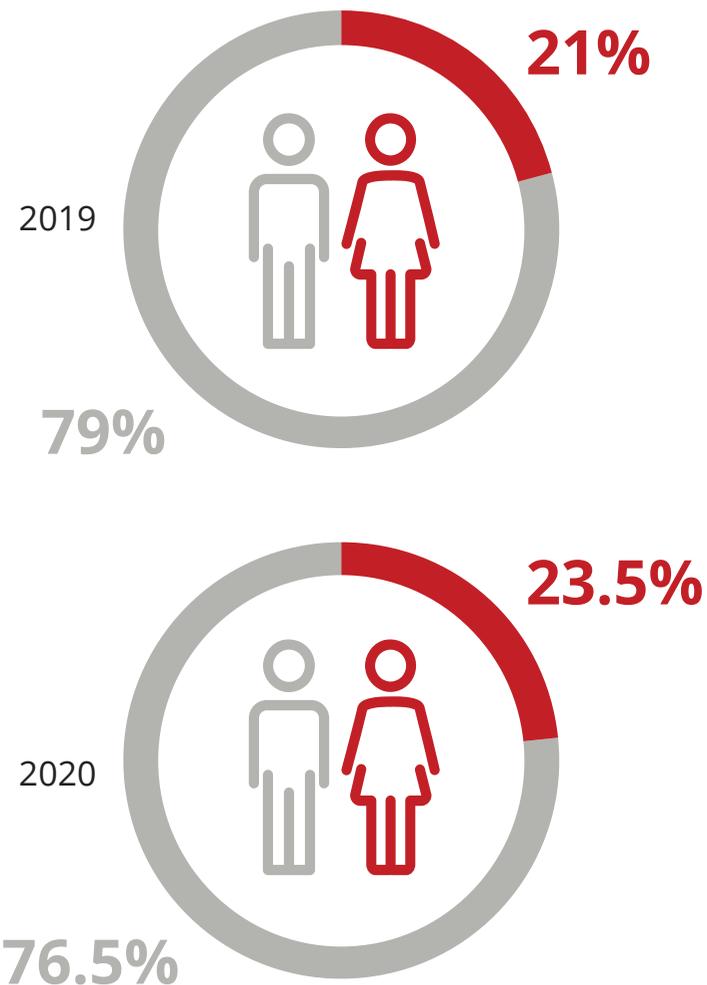
UNDERSTANDING THE GAP

Fewer women in commission-based (sales) roles: Bonus calculations include awards related to profit-sharing, productivity, performance, incentive, and commission. While more women received bonus pay than men, the bonus gap exists in large part due to a difference in role type and job level—men make up more than three times the number of women in commission-based, sales roles.

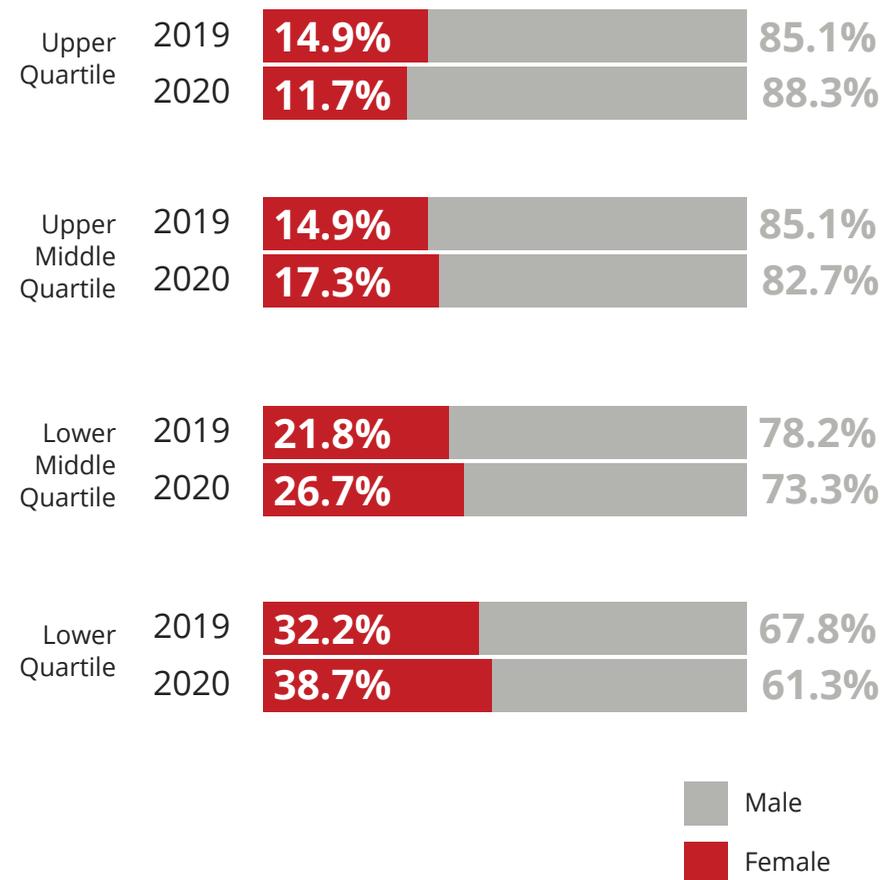
More women in part-time roles: Of the total number of women in the UK McAfee population, 8% were in part-time, flexible roles at the snapshot date compared with just 1% of men. During the reporting period, McAfee overachieved against financial targets resulting in above average bonus payments.

YEAR-ON-YEAR COMPARISON

TOTAL UK GENDER SPLIT

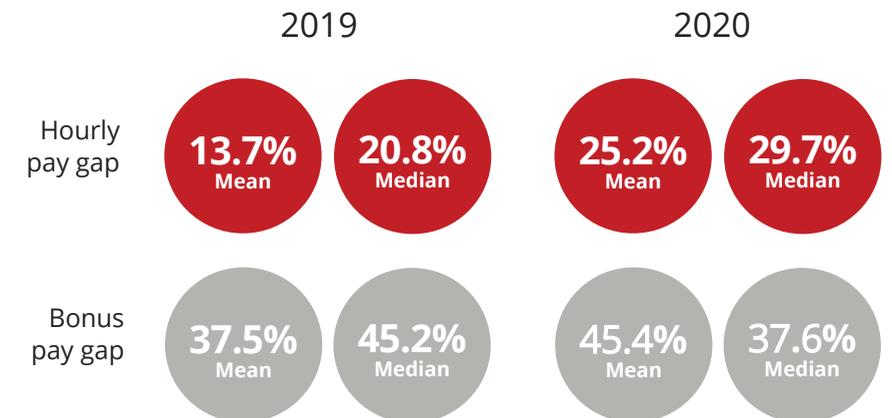


GENDER SPLIT BY LEVEL



GENDER PAY DATA

Pay and Bonus Gap



Portion of Employees Receiving Bonus Pay



About McAfee

McAfee is a global leader in online protection. We make life online safe and enjoyable for everyone. We are focused on protecting people, not devices. Our solutions adapt to our customers' needs in this always online world. We empower our customers to confidently experience life online through integrated, easy-to-use solutions that provide total protection for their families and communities.

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Authorised Signature

I confirm that the data contained within this report is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

A handwritten signature in red ink, appearing to read 'Chadell Ady'.

LEARN MORE

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Learn more about McAfee's commitment to inclusion and diversity.

McAfee.com/Inclusion

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