

Gender Pay Gap Statement 2017/18

BancTec part of Exela Technologies is committed to being an equal opportunities employer, eliminating discrimination and encouraging diversity among its workforce. The Company respects and encourages the diversity of its employees and wishes to ensure that individuals receive equal treatment in all aspects of their employment, irrespective of gender, gender reassignment, class, sexual orientation, marital or civil partner status, race, caste, nationality, disability, age, ethnic or national origin, union affiliation, religion, belief or parental status. This principle of non-discrimination and equality of opportunity applies across the board to the treatment of visitors, clients, customers and suppliers by members of our workforce and the treatment of our employees by these third parties.

All staff have a duty to act in accordance with this Policy and it applies to the advertising of jobs, recruitment and selection, to training and development, opportunities for promotion, conditions of service, benefits and pay, health and safety, conduct at work, grievance and disciplinary procedures and to termination of employment.

Our recruitment and selection policy is designed to ensure that we select the best possible candidate for the job, on the basis of their relevant merits and abilities as measured against the requirements of the job. We work to a fair and equitable recruitment and selection procedure which is consistent with employment legislation, good practice, free from discriminatory practices and supports Exela's values. Applicants both internal and external for new or promotional roles are considered solely on their basis of their suitability for the post, and no other characteristics including but not limited to, age, gender, gender reassignment, marital status, pregnancy, race, religion or other beliefs or sexual orientation.

The Company has commenced a succession planning and career framework. Training of our existing staff has led to more internal promotions, leading to a gradual increase of females in roles of more responsibility and management levels. We expect this to further impact positively over the next four years.

This published information is confirmed as accurate and signed as such by the Chief Operating Officer EMEA.

Signature:

