8x8 UK Gender Pay Gap

2023 Report

Introduction

Reporting our gender pay gap data is essential for promoting transparency, identifying inequality, attracting talent and improving organisational performance at 8x8. Providing and interpreting this data forms a key part of our diversity and inclusion strategy as well as the many projects at 8x8 associated with women in our workforce.

We recognise the significance gender pay gap reporting has on achieving gender equality in the workplace and wider society in general.

In this report we analyse our mandatory reported figures, as well as our voluntary data collection, to help identify the underlying causes of our gender pay gap. We also provide further insight into some of the initiatives 8x8 are running to create an inclusive culture in our workforce.

What do our staff make of working at 8x8?

We recently took the opportunity to ask a number of our female staff what they thought of working at 8x8 and they were very candid in their answers.

What is the gender pay gap?

An introduction to the reporting requirements.

This report contains further details about our gender pay gap for UK staff at 8x8 UK Limited as of **April 2023**. We include further insights into our data and initiatives which highlight some of the work we do to make 8x8 an inclusive place to work for all.

Reporting our gender pay gap raises our responsibility as a company and also continues to motivate us to promote gender equality.

What is the Gender Pay Gap?

[The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017](#) requires all UK employers with over 250 employees within the UK to publish a range of data based on

Verticals Manager Sue Michaelwaite (right) at a recent 8x8 customer roadshow

Reporting Requirements

- The difference in mean hourly rate of pay of men and women, expressed as a percentage
- The difference in median hourly rate of pay of men and women, expressed as a percentage
- The proportion of men and women who received bonus pay
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women in each of the four pay quartiles

The reporting requirements for the Gender Pay Gap report

standard methodology, which together provides a measure of the difference in the average pay of men and women within the business. It does not measure equal pay, which relates to what women and men are paid for doing the same or similar jobs or work of equal value.

Gender Pay Gap at a Glance

Our latest results and findings.

Pay gap steady reduction

For 2023, our mean gender pay gap stands at 19% and median gap is 26%. Since first reporting we have seen a significant reduction in our gap but we are disappointed to see both figures show a 2 point increase from last year's report. Although we have seen a slight dip , the long term trend is going in the right direction.

Headcount

In our baseline year of 2019, 73 women joined the company, whereas in 2023, we had 92 female new joiners, showing a 26% increase, compared to 8% increase for male new joiners. Our figures show the rate of women joining 8x8 is increasing faster than the rate of men joining the business, thus the ratio of men and women in the company is improving year on year.

Total headcount with ratios

We are seeing signs of improvement in the representation of women in the top two quartiles. This figure is increasing annually, however, we have not reached parity and 8x8 recognises a key part of addressing the gap, is retaining and developing the women.

| Quartiles	Female	Male
Years	2019/2023	2019/2023
Upper	13% / 16%	87% / 84%
Upper Middle	14% / 20%	86% / 80%
Lower Middle	39% / 32%	61% / 68%
Lower	36% / 43%	64% / 57%

PROGRESS: *There has been positive movement in the upper quartiles*

Headcount: team breakdown

Whilst we are a software company with much of our own intellectual property we have many women across the business in non-technical roles. This needs to be taken into account when making external comparisons and solidifies the need to break down our analysis into the different teams and quartiles.

We know that the amount of women in technical roles in the UK is disproportionately lower than men, this appears in our data with proportionally more women in non-technical roles such as HR and Finance. The ratio of men to women in technical roles is 3.57 men to every 1 woman. This compares to 1.82 men to every 1 woman in non technical roles.

Total male/female split

Female
28.4%
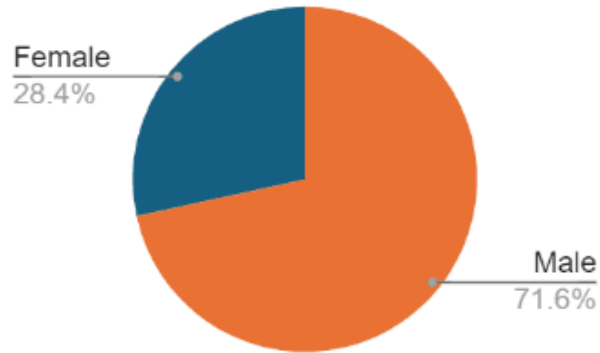
Male
71.6%

The current split of staffing at 8x8 in the UK

Breakdown in a non-technical team

Male
40.0%

Fem…
60.0%
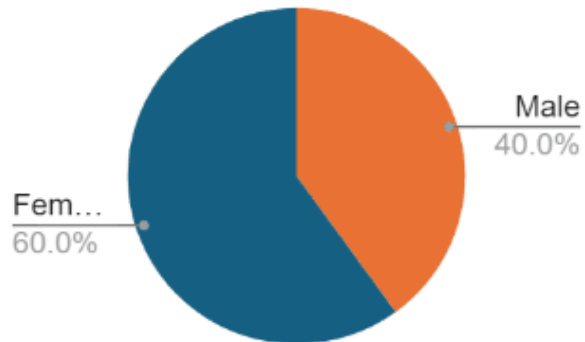
The company split is closer to parity when you look at non-technical teams

Showing the numbers:

A graphical representation

Median Hourly Gap

	2022	2023
Male	277	232
Female	84	92
Ratio	3.3:1	2.52:1
Total	361	324

Mean Hourly Gap
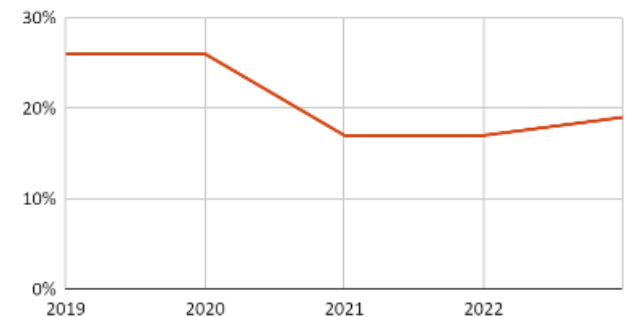
Bonus Pay Gap

We are proud to report that 98% of the women at 8x8 received a bonus in 2023. This is on parity with men and shows that we value all of our employees' contributions.

Our mean bonus pay gap has increased by 3 points this year to 48% and our median bonus pay gap has decreased by 20 points.

The bonus amounts are calculated in relation to earnings and these results are reflective of more men in the higher quartiles. As our data set is not symmetrical we believe the median figure is a more accurate useful indicator.

Further analysis

Taking a closer look at data that is relevant to women in our workforce helps us to identify any disparities in pay between men and women within the organisation and it provides valuable insights into the factors contributing to the gap.

This is the second year of our increased data collection and we are working well at identifying the gaps and improving our processes, ensuring we have the most accurate, extensive, and relevant information to analyse.

Application data

In 2023 we began asking job applicants to 8x8 for their gender. We do not yet have a full year of figures and there are improvements to be made in the process.

For example, we were not able to capture this information where applicants have been headhunted or referred.

The directional data indicates that more women, proportionally to men, are applying to the business for non-technical roles, once again indicating the disparity in the tech talent pool. Increased data collection will be addressed in our data improvement plan for 2024.

Promotion

We have analysed data around promotions to contribute to our understanding of how women are progressing in the business.

We wanted to know if women are being promoted at the same rate as men and at what level.

From the figures, we can determine that women are being promoted at a similar rate to men. Women make up 28% of the total employees and 25% of the promotions in 2023. Men make up 72% of the total employees and 75% of promotions in the same year.
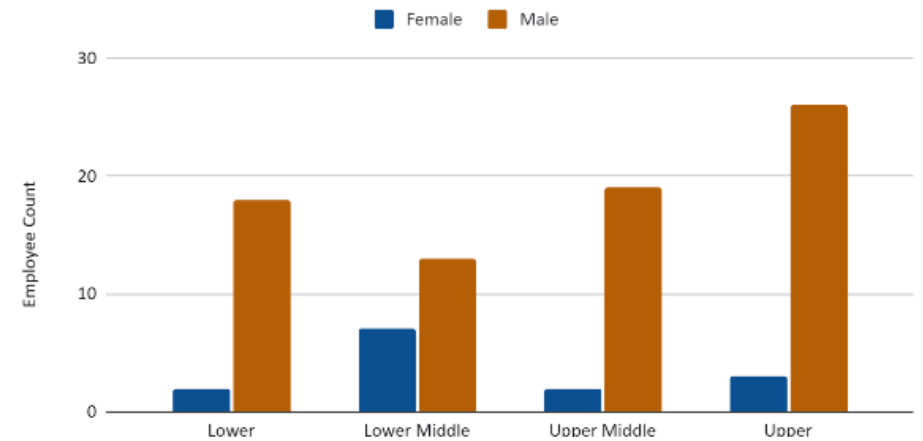
This data is taken from the full financial year. We have not broken this data down by quartiles or teams.

There is also further analysis work to be done regarding internal applications where candidates have not been successful.

Attrition

The final side to the gender diversity breakdown is retention.

ATTRITION: Latest figures

Research by We Are The City and Ipsos Mori found the main factors driving women to leave their tech jobs were poor promotion opportunities, lack of support from senior leaders, difficulty balancing work with other commitments and gender bias.

It is vital for us to analyse why people leave 8x8 especially in relation to how we retain our lower middle quartile talent.

We are losing men at a higher rate in the business proportionally to women. Quantitative and qualitative data is of equal importance and our data collection plan for 2024 includes increasing the amount of qualitative data to build a more substantial picture.

8x8

How do we compare?

It is important to look at the gender pay gap across businesses in the UK, understand the context and how our figures compare. Without these comparisons it is impossible to make robust judgements about our data and set realistic goals to work towards.
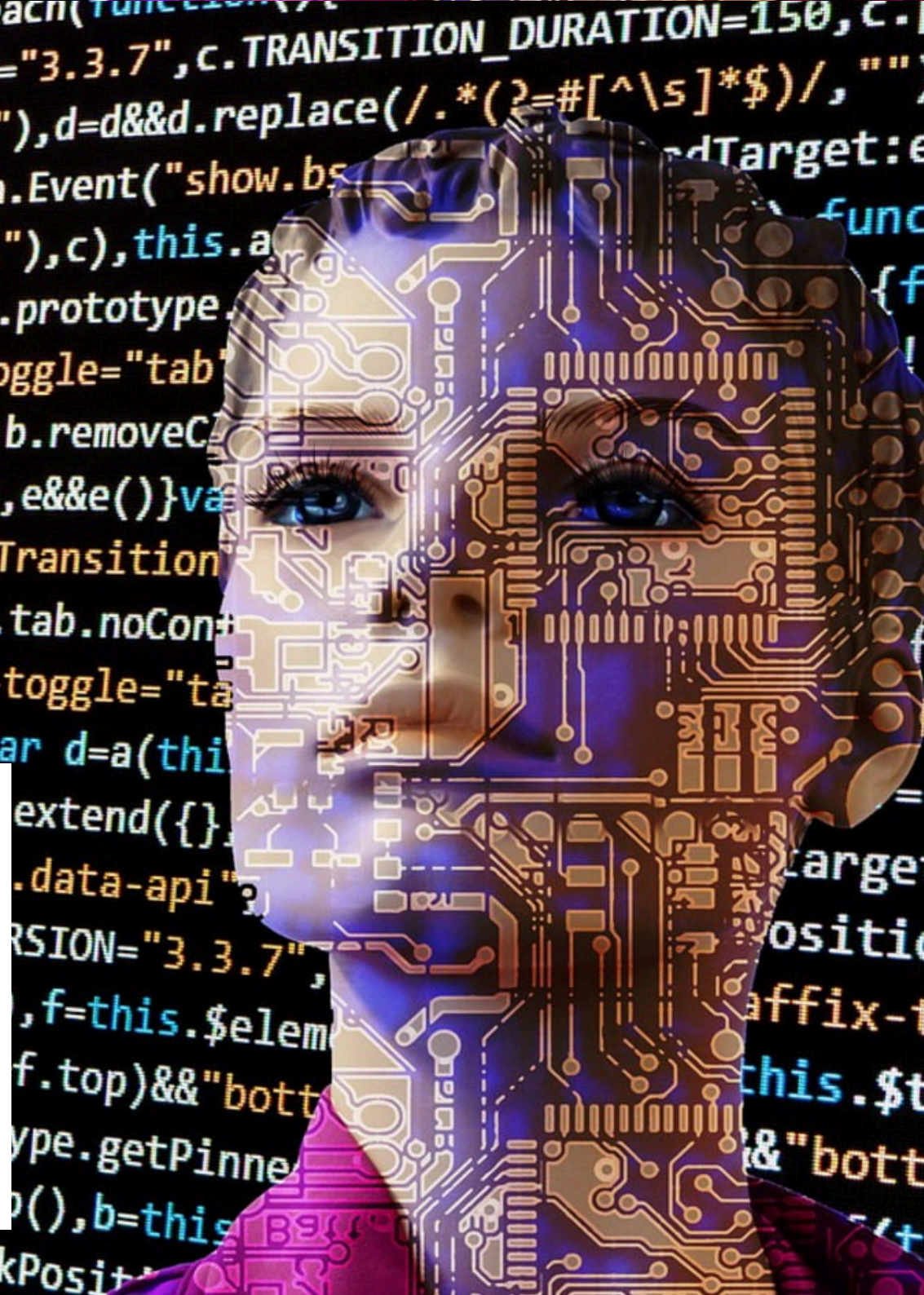
According to the Office of National Statistics the gender pay gap has been declining slowly over time and in April 2023 it stands at 7.7%.

This is well below our figures, however, it is important to note that the gap in skilled trades occupations remains the largest of the major occupational groups.

Programmers and software development professionals typically sit at 10.8%.

The Chartered Institute for IT (BCS) published a diversity report in November 2023 where they warned that at the current rate it will take 300 years to close the gender pay gap in tech.

They go on to add that female IT specialists in the UK in 2022 make up just 20% of all IT specialists in the UK at that time. At 8x8, women

FRONTLINE: Simran Virdi showing the latest 8x8 tools at a recent roadshow

make up 21% of our technical workforce.

We have also compared our data using the Governments benchmarking tool by SIC code and can see that we are falling short of

expectations for the mean and median gap but we are comparing favourably when analysing the amount of women in our top two quartiles.

This examination of the figures also

shows that we are an outlier when it comes to women who receive a bonus, as our figures are well above our peers.

What is important is what we do with our analysis.

What we're doing...

At 8x8 we have a number of initiatives dedicated to attracting and progressing women across the business.

Learning/Development

According to the Tech Talent Charter, of which we are a signatory, 4 out of 5 women agreed that dissatisfaction with career development had an impact on deciding to leave their tech role.

At 8x8 our ambition is to create professional development frameworks that are transparent and embedded into the wider organisation.

This year we have more resources to increase our learning and development offering, including hiring a new talent leader that will own the talent lifecycle. We have expanded LinkedIn Learning access and integrated it into our established training platform. PluralSight and O'Reilly learning platforms have been implemented for our technical teams, and in reaction to the feedback given by

WIN: Jessica Mowatt winning at the 2023 Women In Tech Excellence Awards

our employees, we now have a company-wide people manager training program.

Grass roots

Solving fundamental issues of the gender pay gap in technical companies to increase the pool of female candidates means addressing issues before they enter

the workforce. We cannot have more women in tech if they don't want to enter the field.

We know less girls are studying computer science at school than boys in the UK and we have sought out some fantastic organisations that encourage girls to study in this field, and by funding research into

how girls learn computer science.

Our Social Impact Strategy seeks to address this educational gap and is centred on tackling the digital divide by leveraging the expertise of our workforce to provide support and volunteer efforts on the ground.

Partnering

We believe that access and use of information and communication technologies impacts an individual's ability to participate and benefit from today's growing information society. IT is critical to workforce development, education, health-care and civic participation. Digital inclusion promotes equality, social cohesion and accessibility, all drivers of long term prosperity.

We are partnered with a number of charities and social enterprises that focus on encouraging digital

creation with an emphasis on targeting young people in underserved communities. Partnering with effective digital inclusion organisations is embedded in our Social Impact strategy and we aim to inspire young women and girls into tech.

Flexible Working

Work-life balance is widely understood as one of the most important factors in women's decisions to leave their job. The ability to work remotely enables those with caring responsibilities to be located closer to commitments. By leveraging our 8x8 platform, we have embraced the agile workplace, supporting in-office, remote, hybrid and part time work schedules since March 2020.

Building on our inclusive culture

Building an inclusive culture is a complex and ongoing process that requires commitment and effort from all levels of our organisation.

At 8x8 we have a cross functional, employee led, global Diversity and Inclusion Council. The Council is supported by our Diversity Steering Committee consisting of senior leaders who report directly to the CEO and provide strategic guidance on a broad range of topics. Our Board is regularly updated on our D&I projects and we disclose voluntary and mandatory metrics to various organisations in line with regional legislation.

Employee engagement plays a part in attrition, when women feel supported and empowered, they are more likely to be engaged and have better retention as a result.

The 8x8 Women in Tech Employee Resource Group aims to create a sense of community and belonging for all women at the company. It contributes to identifying and addressing gender bias in the workplace and gives a collective voice that empowers and promotes women at 8x8.

Celebration

We continue to celebrate women in the business by championing our employees, supporting causes that benefit women and men, and raising awareness of global issues that affect women.

In 2023 we had a number of women celebrated externally:

- Jessica Mowatt received the award for Rising Star of the Year at the Women in Tech Excellence Awards and we had several other nominations for women across the business.

- Emily Masterton was recognised as an EMEA Channel Chief by CRN, The Channel Company.

Commitments to Action

Challenges remain in our data collection, however, we are implementing new processes and created a strategy to increase our knowledge of where we are as a business, enabling us to better analyse and set targets.

8x8 is committed to inspiring, hiring and developing the talent we have.

Our ambition is to not only be recognised as a great place to work but to play our part in addressing the disparity in pay and the underlying reasons and difficulties this causes women. We see the value of our female employees everyday and want to ensure they in turn feel valued.

Accuracy statement

Please click below or turn the page for our accuracy statement

Accuracy statement

I confirm that the gender pay gap data contained in this report is accurate and has been produced in accordance with the Regulations.

Signed: Nicola Frost, Sr. Director, EMEA Controller • Accounting

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Previous years' reporting can be found on the Gov.uk website.

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Thank you for reading.
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(Please note that this year's report as well as previous years are only applicable to 8x8 UK Ltd and not the global entity or non-UK 8x8 companies.)