

# Gender Pay Gap Report

## What is the Gender Pay Gap?

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“the Regulations”) require all UK employers with over 250 employees within the United Kingdom to publish a range of data based on standard methodology, which together provide a measure of the difference in the average pay of men and women within the business, regardless of the nature of their work.

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.

### Reporting requirements

Employers are required to measure six key metrics that will be reported each year, which are calculated on an annual “snapshot date” of 5 April. This first report relates to 5 April 2017. The six key metrics are:



The difference in mean hourly rate of pay of men and women, expressed as a percentage



The difference in median bonus 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 difference in median bonus pay of men and women, expressed as a percentage



The proportion of men and women who received bonus pay



The proportion of men and women in each of the four quartile pay bands

### 8x8 UK and the Gender Pay Gap Report

The Regulations require companies with more than 250 employees within the United Kingdom to publish information on their gender pay gap. At the relevant snapshot date of 5 April 2019, 8x8 UK Ltd had 288 employees.

It should be noted that 8x8 UK Limited has recently acquired additional businesses within the United Kingdom and is working to ensure effective amalgamation of people and processes. All 8x8 group employees have been included in this report.

# Overview

Whilst we are confident that all employees are paid equal amounts for equal work, we recognise that the disparity between the average levels of compensation for men and women does not match with the core values of 8x8.

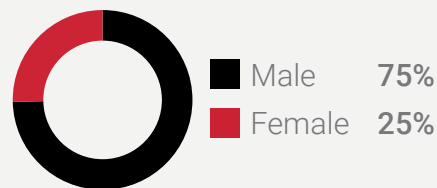
As a result of this we have, over the past year, undertaken a range of actions to help reduce the Gender Pay Gap including introducing a bonus scheme for all employees, increasing female representation at the most senior levels in our organisation and encourage all of our leaders to adopt an open and supportive attitude to flexible working to help remove barriers to entry to the organisation and stimulate career growth within the business.

Completely closing the Gender Pay Gap will take time as unfortunately women are currently significantly under represented in both the SaaS & TelCo industries. 8x8 is committed to helping increase the number women joining our industry every year and have worked with schools and colleges to lead the way by supporting both Apprenticeships and the new T-Level qualifications.

## 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.

## Our key findings



### Hourly Rate of Pay: Gap

Difference in Mean Hourly Rate Of Pay	26%
Difference in Median Hourly Rate Of Pay	35%

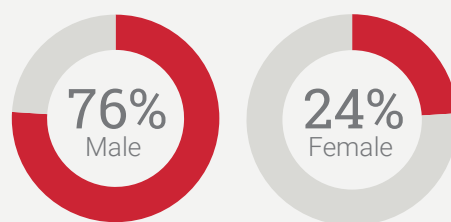
### Quartiles

Quartiles	Male	Female
Lower	64%	36%
Lower Middle	61%	39%
Upper Middle	86%	14%
Upper	87%	13%

### Bonus Pay: Gap

Difference in Mean Bonus Pay	46%
Difference in Median Bonus Pay	63%

### Percentage Receiving Bonus



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