

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 2020, 8x8 UK Ltd had 331 employees.

It should be noted that 8x8 UK Limited has 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 employees are paid equal amounts for equal work, we recognise that there is a disparity between the average levels of compensation for men and women which is being continuously addressed.

As part of our actions in addressing this, over the past years, we have 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.

8x8 UK Limited

Our key findings



Male	76%
Female	24%

Hourly Rate of Pay:

	Gap
Difference in Mean Hourly Rate Of Pay	26%
Difference in Median Hourly Rate Of Pay	32%

Quartiles	Male	Female
Lower	65%	35%
Lower Middle	61%	39%
Upper Middle	90%	10%
Upper	88%	12%

Bonus Pay:

	Gap
Difference in Mean Bonus Pay	52%
Difference in Median Bonus Pay	58%

Percentage Receiving Bonus:

Male 93% Female 90%

Employees on 5th April 2020

331 Divided between remote workers and our London & Aylesbury offices