

Gender Pay Gap Report

An Introduction

8x8 UK Limited presents its Gender Pay Gap Report for 2021. Good progress has been made since the prior year and improvement can be seen in many of the areas we report on. 8x8 UK Limited has worked hard between 2020 and 2021 to make our workplace a more inclusive, and fairer place for women to work.

Our senior leadership team is passionate about creating a work environment that is more inclusive and is continually working on initiatives to facilitate this. In recent months we have joined the Tech Talent Charter, a non-profit organization leading a movement to address inequality in the UK tech sector and drive inclusion and diversity. We have launched a Diversity and Inclusion council and are working on various initiatives through this. We have recently appointed a new role in the business whose focus is on Corporate Social Responsibility, including looking at gender inclusivity and diversity and inclusion.

The very nature of our business is to provide support for a flexible workplace through the provision of our services. This is something that reaches through our workforce allowing our staff to work flexibly to facilitate a good work life balance.

Further progress can still be made with regards to the gender pay gap, but we have made good strides to levelling this as can be seen by our results.

8x8 UK is actively using the Government Apprenticeship scheme and will be allowing current employees to benefit from this as well as with new roles within the business. This is open to all employees, and support will be given where people undertake an apprenticeship.

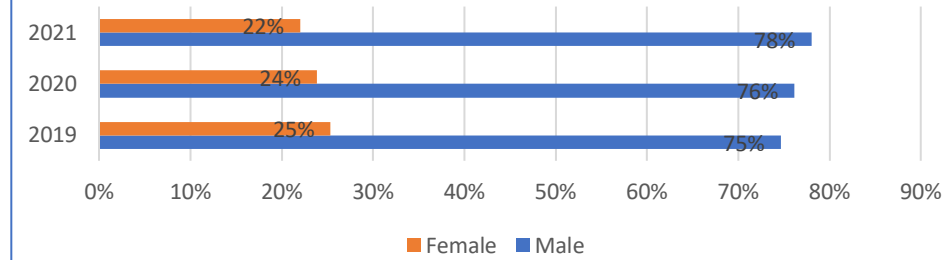
We are looking forward to reviewing our recruitment process to ensure we take a nonbiased approach and use inclusive language to help us recruit more females to the business as this is an area in which we recognise we need to make improvements.

This year we have seen a significant improvement in the mean and median gender bonus pay gap. We have also seen a good improvement in the mean and median gender pay gap. We still have work to do with regards to the proportion of males and females in the four pay bands having seen a reduction of female representation in each of the bands this year. This trends with a reduction in the percentage of women employed by the company over the years we have reported on.

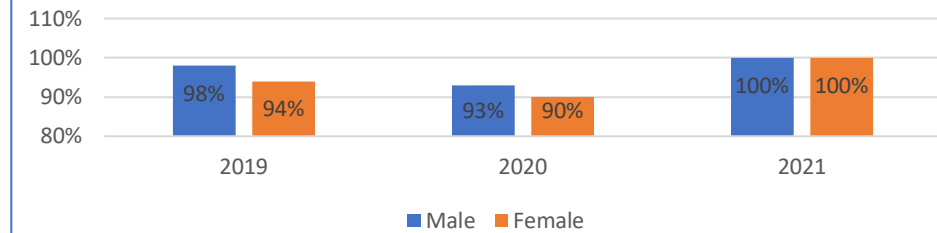
8x8 UK Limited introduced a scheme that means that every employee within the business is either paid commission or a bonus. We have seen the bonus pay gap reduce significantly as a result. For mean gender bonus pay gap this has gone from 46% in 2019 to 16% in 2021, an improvement of 30%. For median gender bonus pay gap this has gone from 63% in 2019 to 15% in 2021, a huge improvement of 48%.

The mean gender pay gap has improved reducing from 26% in 2019 to 17% in 2021. The median gender pay gap has improved reducing from 35% in 2019 to 30% in 2021.

Percentage of Femal and Male workforce



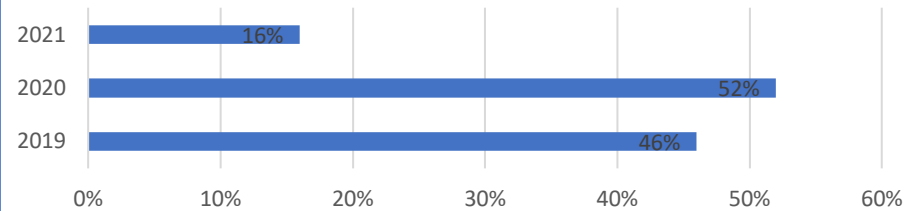
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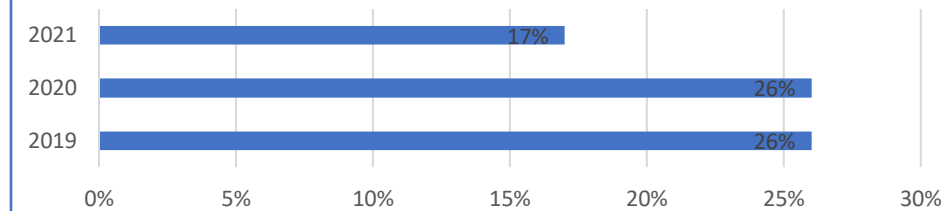
Proportion of Male and Female in four pay bands

		2019	2020	2021
Upper Quartile	Male	87%	88%	90%
	Female	13%	12%	10%
Upper Middle Quartile	Male	86%	90%	89%
	Female	14%	10%	11%
Lower Middle Quartile	Male	61%	61%	69%
	Female	39%	39%	31%
Lower Quartile	Male	64%	65%	65%
	Female	36%	35%	35%

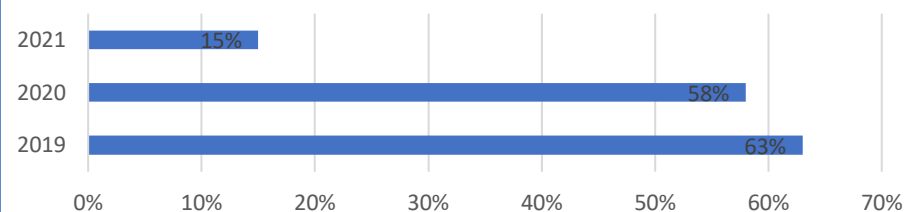
Mean gender bonus pay gap



Mean gender pay gap



Median gender bonus pay gap



Median gender pay gap

