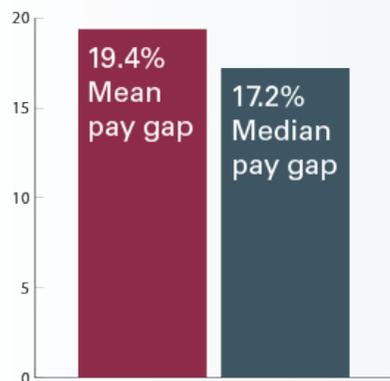# ORACLE UK
GENDER PAY GAP REPORT

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Last year, Oracle submitted its first gender pay gap report in response to the UK government's requirement for employers with 250 or more employees to disclose their gender pay gap as it stands on a given 'snapshot date' each year. This is Oracle's 2018 gender pay gap report, and the results show a modest improvement in the right direction.

As mentioned last year, the gender pay gap is not the same issue as equal pay. Equal pay relates to wages paid to men and women performing equal or similar work, whereas the gender pay gap is the output of a statistical calculation of an entire organisation, across all categories of jobs at all levels, ignoring the nature of work, making no allowances for demographic imbalances. Oracle is committed to ensuring all jobs of equal value are paid equally, regardless of gender or any other personal characteristic.
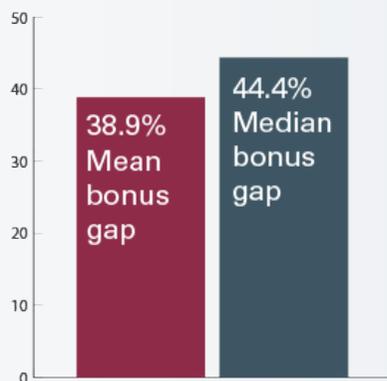
REPORTING ORACLE'S GENDER PAY GAP

Oracle's statistics for the snapshot date of 5 April 2018 are contained in the following charts:

Pay Gap

19.4% Mean pay gap

17.2% Median pay gap

Bonus Gap

38.9% Mean bonus gap

44.4% Median bonus gap

Bonus Distribution

69.3% of men received a bonus

61.4% of women received a bonus

Pay Quartile	Men	Women
Lower	63.7%	36.3%
Lower-mid	73.3%	26.7%
Upper-mid	80.6%	19.4%
Upper	83.0%	17.0%

UNDERSTANDING ORACLE'S PAY GAP

In the hi-tech industry, there is a shared issue of gender imbalance across the employee population. Most higher-paid jobs are filled by science, technology, engineering and maths graduates and Oracle's 25-30% female workforce is typical of the historic gender mix of these professional groups and graduate programs. This means there is a larger proportion of men in the higher paid jobs, which contributes significantly to the overall pay gap. The headline figures are based on aggregating roles across the entire organisation.

Despite Oracle's results improving on last year's figures, we must continue to make progress. Whilst a number of factors outside our control impact Oracle's ability to rapidly improve, Oracle remains committed to reducing its gender pay gap by keeping diversity and inclusion at its core. We continue our commitment to attract more women into our business and into higher levels within the organisation while working to ensure that a long-term career at Oracle remains an appealing proposition.

To support this aim, Oracle continues to promote the following activities:

ORACLE WOMEN'S LEADERSHIP (OWL)

The OWL programme began in response to an overwhelming demand from our employee base. It was created in 2006, as a grassroots effort to offer Oracle women the opportunity to enhance skills and develop leadership potential, extending to the UK in 2010.

As a global initiative, the Oracle Women's Leadership (OWL) mission is to develop, engage, and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce. The OWL programme objectives are to: Enhance leadership and professional development skills; strengthen and expand professional networks; improve organisational awareness; cultivate communities and foster environments to attract, grow and retain current and future Oracle women leaders.

In the UK, OWL has over 500 members. Some of its key initiatives in the last year have been to run a mentorship programme where 20 senior leaders share their experiences and advice with over 80 mentees from across the UK business; as well as working in collaboration with Imperial College Women's Network, SEACON and the Women of the Silicon Roundabout.

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RECRUITMENT

The importance of diversity is a topic discussed by our recruiters with hiring managers when they take on a hiring brief. Oracle's recruitment team works with the business to encourage a gender balanced shortlist when presenting candidates to hiring managers. We also have recruitment training to help managers understand why diversity is important and to consider unconscious bias in any hiring and pay decisions. Oracle mandates unconscious bias training for all managers in the UK.

FLEXIBLE BENEFITS PROGRAM

At Oracle, we recognise the diverse lifestyles of our employees and the different stages they may be at in their personal and professional lives. Having a truly flexible benefits programme allows all our people to choose benefits that reflect their current circumstances and priorities. The choice and flexibility built into the programme means we can accommodate a diverse workforce wherever they are on their journey, and attract and retain the best talent for Oracle. Oracle offers its UK employees a broad, flexible benefits programme, which includes the following:

- **Healthcare scheme:** coverage is available for dependents and children up to 24 years.

- **Back-up child and adult care:** 10 days of emergency care, per employee, every year. The first two sessions are funded by Oracle and the remaining sessions are subsidised by Oracle.

- **Workplace nursery:** reserved, discounted nursery places conveniently located by our UK head office. Significant tax and NI savings on nursery costs.

- **Additional holidays:** the option to uplift annual holiday entitlement.

- **Financial wellbeing service:** an innovative system designed to prompt employees to make positive financial decisions, exactly when their lifestyle needs it.

- **Employee assistance programme:** Providing confidential advice from experienced counsellors on issues such as dependent care, parenting, daily challenges, maintaining a work-life balance and returning to the workplace.

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FLEXIBILITY
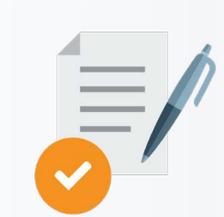
- **Flexible working policy:** Oracle has a flexible working policy in place and is committed to attracting and retaining the very best, utilising all the talent and experience available. Oracle also appreciates the UK workforce is becoming increasingly diverse and includes a high percentage of parents and individuals with other caring responsibilities, as well as those whose interests and aspirations impact on their time. Oracle recognises that flexible working can increase staff motivation, promote work-life balance, reduce employee stress and improve performance and productivity.

- **Homeworking policy:** Oracle promotes flexible working for staff in all jobs and all levels and, where appropriate, will agree to an employee working partly or wholly from home, provided such an arrangement is suitable for both parties and is likely to facilitate effective and efficient working.

- **Family-friendly policies:** Oracle offers family friendly policies intended to assist working parents, including maternity, paternity and adoption leave. Oracle encourages all managers to prepare for the employee's return following periods of family leave to support their adjustment to their new routine.

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