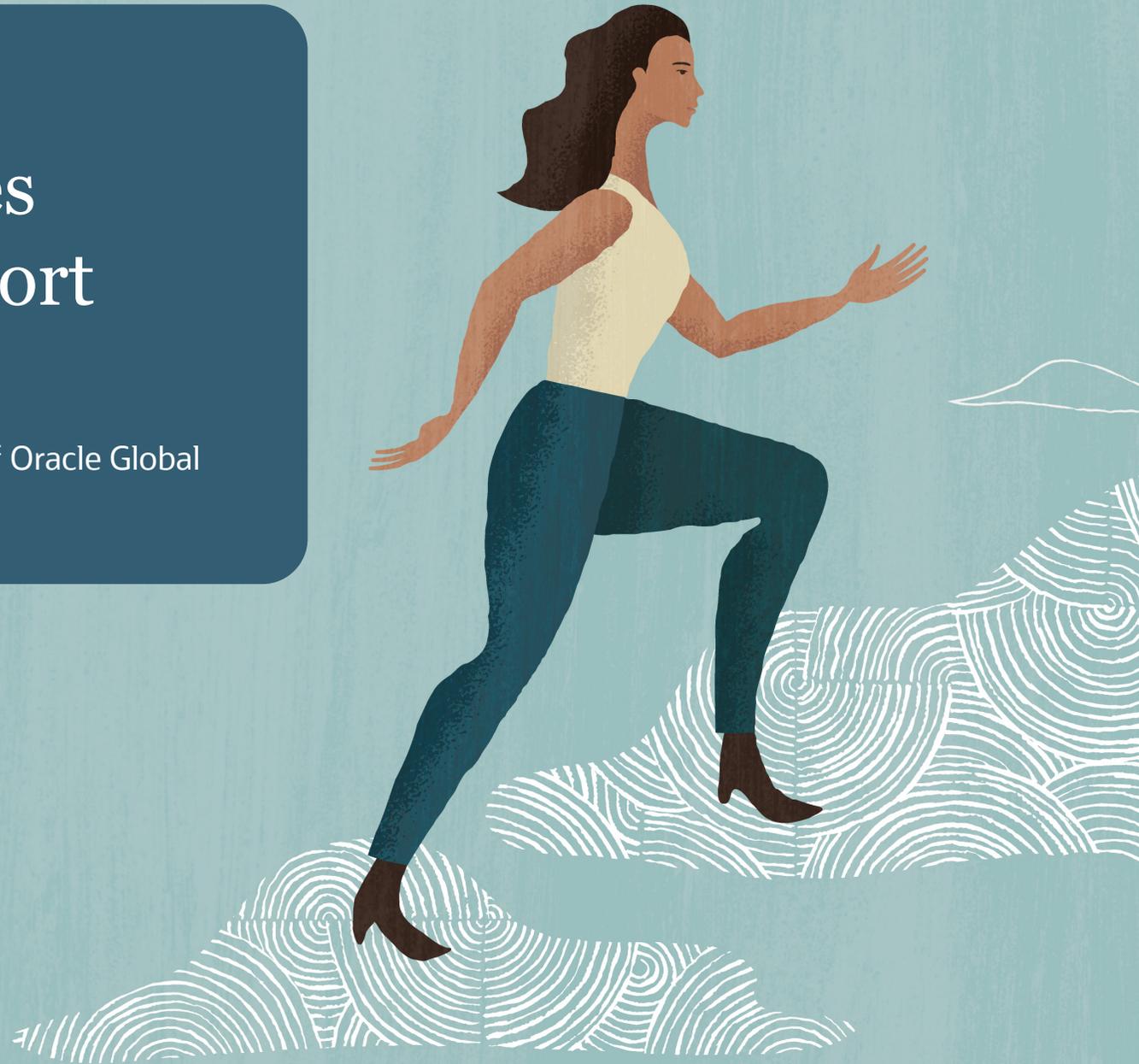


ORACLE

Oracle Global Services Limited Pay Gap Report

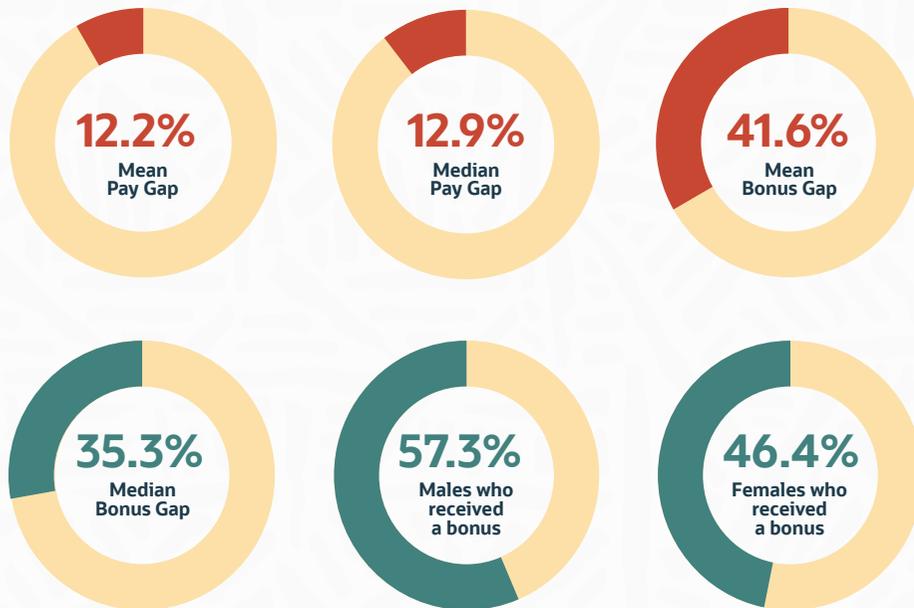
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This is Oracle UK's 2020 gender pay gap report.
The statistics in this report relate to employees of Oracle Global
Services Limited.

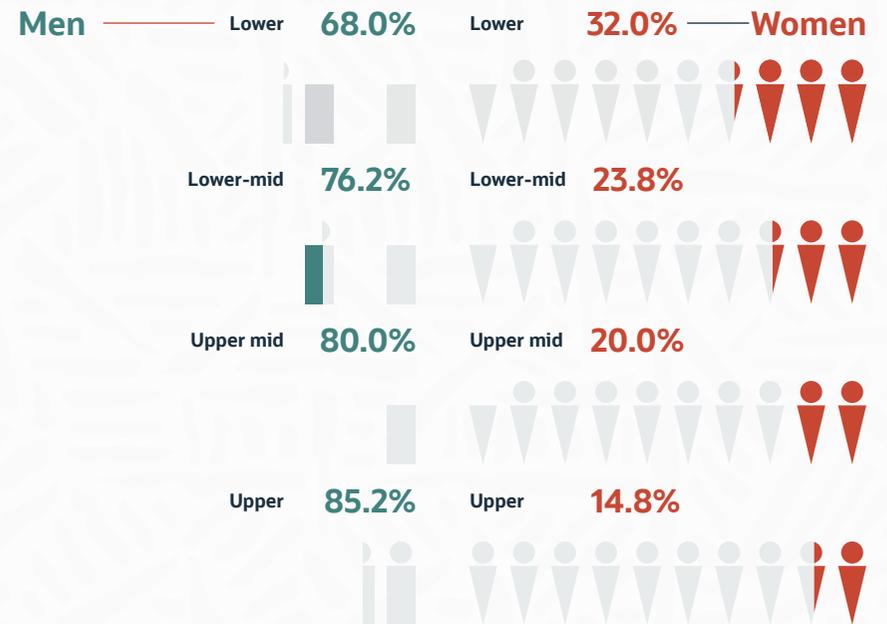


Reporting Oracle's gender pay gap

2020 FIGURES:



Pay Quartiles





Understanding Oracle's pay gap

In the technology industry, there is a well-publicised gender imbalance across the employee population. Most higher paid jobs are filled by science, technology, engineering and maths (STEM) graduates and Oracle's UK workforce is typical of the historic gender mix of these professional groups. This means there is a larger proportion of men in higher paid jobs, which contributes significantly to the overall pay gap.

In 2020 the UK business divided into two entities, so it is difficult to undertake a meaningful comparison of this year's figures against previous years. Whilst a number of external factors impact Oracle's ability to improve its UK gender pay statistics, the Company remains committed to reducing its gender pay gap by keeping diversity and inclusion at its core. It continues a commitment to attract more women into the business and into higher levels within the organisation while working to ensure that a long-term career at Oracle remains an appealing proposition for women.

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

Recruitment

The importance of diversity and inclusion is a topic discussed by recruiters with managers when they take on a hiring brief. In 2020 Oracle also introduced mandatory unconscious bias training for all its employees globally.

Oracle Women's Leadership (OWL)

The OWL programme offers Oracle women the opportunity to enhance skills and develop leadership potential. The objective is to develop, engage, and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce.

To help inspire more women to enter STEM roles in the UK, OWL has joined the cross-industry initiative "Tech She Can Charter". The objective is to tackle the issue of the gender gap in the technology industry by inspiring and educating young girls and women to get involved in STEM roles and careers.

Flexible Benefits & Working

Oracle recognises the diverse lifestyles of its employees and the different stages they may be at in their personal and professional lives. Having a flexible benefits programme in the UK allows all employees to choose benefits that reflect their current circumstances and priorities. Oracle has a flexible working policy in place and appreciates the UK workforce is becoming increasingly diverse and includes a high percentage of parents and individuals with other caring responsibilities, a high proportion of which are women. Oracle is constantly updating its views on flexible working to keep up-to-date with the constantly evolving demands of its employees.

