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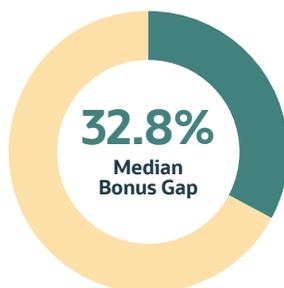
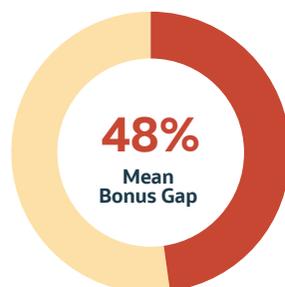
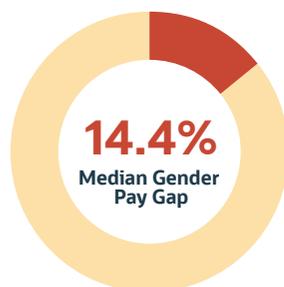
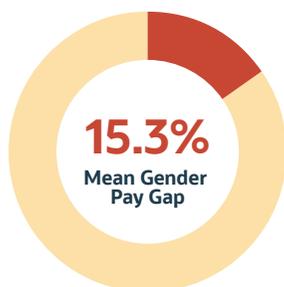
Oracle Global Services Limited Pay Gap Report

This is Oracle UK's 2021 gender pay gap report.
The statistics in this report relate to employees of
Oracle Global Services Limited.



Reporting Oracle's Gender Pay Gap

2021 Figures



Pay Quartiles

Women

Men



Lower Quartile
30.6%



Lower Quartile
69.4%



Lower-Mid Quartile
26.5%



Lower-Mid Quartile
73.5%



Upper-Mid Quartile
18.9%



Upper-Mid Quartile
81.1%



Upper Quartile
13.2%



Upper Quartile
86.8%

Understanding Oracle's Gender 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 has led to a larger proportion of men in higher paid jobs, which contributes significantly to the overall pay gap.

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.

Oracle 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:

Recruiting & Hiring

Oracle has policies and practices to raise opportunities through the recruiting and hiring process. This includes training for hiring managers and interview teams and deploying diversity ambassadors in recruiting activities to help reduce unconscious bias and engage with diverse talent considering jobs at Oracle.

Oracle also looks at recruitment attraction strategies to ensure the content on our career channels reaches and attracts women and underrepresented groups – for example, creating gender-neutral language for job descriptions and ads to help eliminate bias, and supporting return to work initiatives. Oracle UK's Return To Work events are a fantastic opportunity to help those wishing to relaunch their career if they have taken a career break for any reason.

Education & Talent Development

Fostering a professional, ethical, and respectful culture for all employees is a key objective for Oracle. To support this, Oracle has created the Oracle Global Compliance Training Program containing mandatory courses, such as training related to unconscious bias, that illustrate Oracle's core values and expectations.

By embedding inclusion into talent development, Oracle can support leadership development of historically underrepresented talent through specialised learning and development initiatives such as Oracle Women's Leadership program and Women's Leadership summits. Oracle's learning programme empowers leaders to be confident around inclusion, diversity, and equity and to create an inclusive culture.

Inspiring an inclusive culture through community

Oracle's employees can connect to global networks and resources that support their personal and professional growth and inspire inclusion for all internal communities, set up to engage employees of historically underrepresented groups and their allies.

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

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.



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