



# Babylon UK's gender pay gap

and how we're going  
about closing it



Here at Babylon, we have a clear mission. **To put an accessible, affordable health service in the hands of every person on earth.** Everything else flows from this; our values and the way we behave, the people we seek, the manner in which we recruit, what we expect, how we reward and the way we work with each other to deliver our mission. Hailing from 60 countries and counting, the diversity of our people is the cornerstone of our culture.

This is our first-ever gender pay gap report as we have now reached well over 250 employees in the UK. We're delighted that our growth means that we now get to share our results and the actions we are taking to close the gap.

We know we are only as good as our people. So, finding the best people is everything to us. We know the strength of our growth depends on having a diverse workforce which reflects the world we serve. The way we reward our people is based on what they deliver, not who they are, ensuring that we treat everyone equally, regardless of gender or background.

**Nothing more, nothing less.**

# UK gender gap reporting

## What is it?

The UK government has introduced a new regulation which requires us to publish our gender pay figures. All companies with 250 or more employees in the UK must publicly share their own gender pay gap figures each year. Gender pay at Babylon UK is the difference between the earnings of all men compared to the earnings of all women. This is the average, without accounting for job type, time in role, location or performance ratings.

The headline gender pay statistics for Babylon UK are shown below.

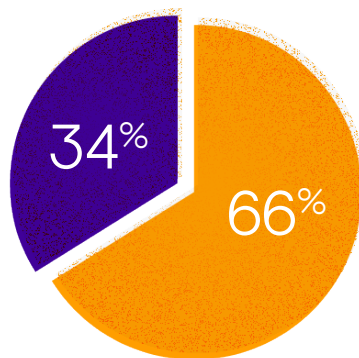
Mean  
**19.05%**

Median  
**28.85%**

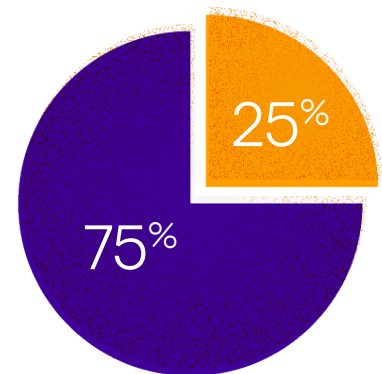
 Women

 Men

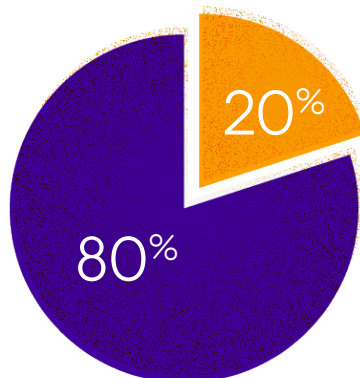
### Proportion of males & females in each quartile band -



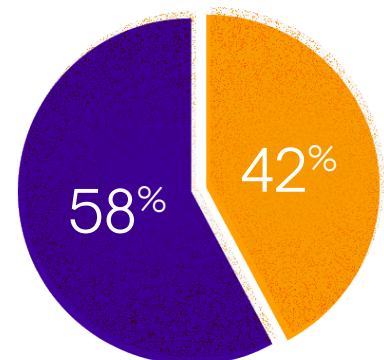
Lower pay quartile



Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile

We're getting better

## Babylon UK Feb 2019\*

We've also taken a snapshot of the gender pay gap in \*February 2019 and we are currently trending improvements in both our mean and median percentages of circa 10% since our 2018 report.

Our Upper 2 quartiles between March 2018 and Feb 2019 show very positive trends in that we have increased female representation by 5% and 11% respectively

Where we have been actively encouraging our GP population to convert to permanent contracts, with all associated benefits, this has positively impacted our numbers and is reducing our gender pay gap

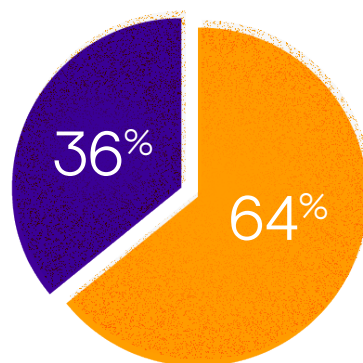
Mean  
11.63%

Median  
11.76%

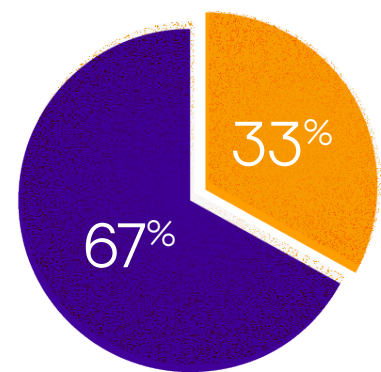
Women

Men

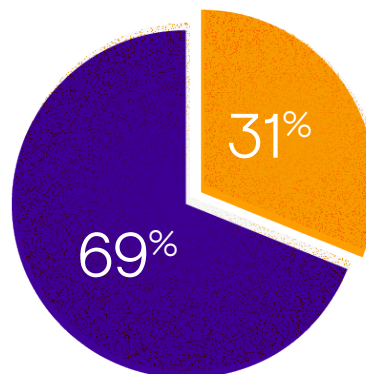
Proportion of males & females  
in each quartile band -



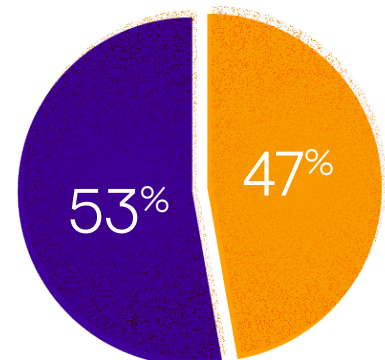
Lower  
pay quartile



Lower middle  
pay quartile



Upper middle  
pay quartile



Upper  
pay quartile

# Understanding the gap

Here at Babylon, we strongly believe that equal work deserves equal pay and are deeply committed to reducing the gap. Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists and whilst we are confident we are making progress, we are still on a journey to decrease our gap.

One of the key drivers behind us having a gap is that, like many other companies, we have more men in senior roles. It is well known that, across the technology industry, there is an under-representation of women at senior levels. It's a challenge that we all face, however just because it's difficult to recruit women at senior levels, it doesn't mean we shouldn't be actively working to reduce the gap. Our issue is not so much at the top of the house where we have 47% female representation, which is great especially for a tech company. So our focus going forward is growing our female talent pipeline and female representation at the middle levels.

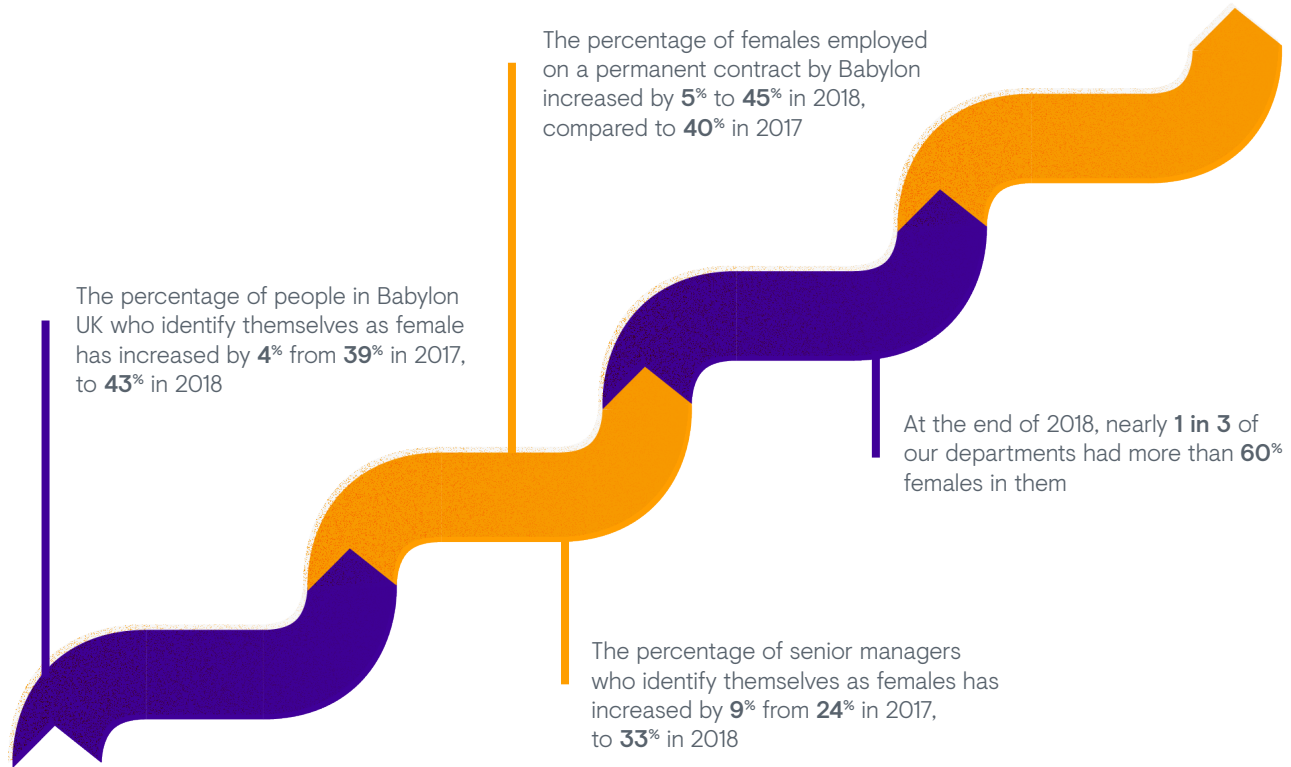
## Our story so far

This is our first gender pay gap report as in 2017 our UK numbers were below 250. Large employers with 250+ employees in the UK are legally required to publish gender pay gap data on their own website and on the government website.

We are in hypergrowth and as a result we have been hiring many more people. In fact, we have more than tripled in size since this time last year. This has led to an increase in our population of more senior male engineers as we have scaled up our teams.

In the past two years, we have taken steps in the right direction. But there is still more to do.

# Our 2018 journey by the numbers



## Employee-led networks

Inclusiveness and diversity are to be celebrated – both in life generally and at work, specifically. So in the interest of promoting these essential values here at Babylon, we have created our LGBT+ Power of Diversity group (POD) and in celebration of International Women's Day on 8th March, we launched our newest POD - WITH (Women in Tech and Health) and we will certainly be launching more PODs in the future.

We're also developing female specific health products and have set up a women's health team that's dedicated to launching products catering to women's health needs.

# Our gender gap journey

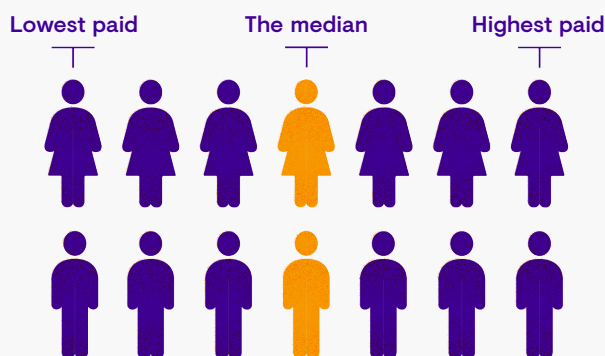
## for 2019 and beyond

- We've gender neutralised our policies and our job descriptions. This is to avoid distinguishing roles according to people's sex or gender and to avoid discrimination arising from the impression that there are roles for which one gender is more suited than another
- In the summer of 2019, our pay review will include a gender split
- We will be providing unconscious bias training for our recruiters and hiring managers
- We will be striving for 50:50 interview shortlists for vacancies within our level 3 – 5\* roles (\*Management & above)
- We will ensure that we have family friendly policies
- Female focused events (holding meetups and promoting external meetups focusing on diversity, including gender)

As a company we are focused on addressing gender representation and supporting women in the workplace. We know that there is no quick fix and that there is more to do but we are committed to challenging ourselves and building on the momentum and progress we have already made in the last 2 years.

## How the gender pay gap is calculated

The gender pay gap measures the difference between men and women's average pay within an organisation, regardless of their role or work level. This is different to equal pay, which compares the pay of men and women who perform the same role or roles of equal value.



If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man.

Because different jobs pay differently and the number of men and women performing these jobs vary, a gender pay gap exists.

The mean gender pay gap shows the different in the average hourly rate of pay between men and women in a company.

# Supporting our Babylonians

## and their loved ones

The perks that we offer at Babylon are as diverse as the people who work here. From share options to free breakfast and snacks, there's something for everyone.



### Share options

Joining Babylon means you're now an owner of the company through our share scheme, so when Babylon succeeds, you do too.



### Life insurance

We offer peace of mind through our life insurance policy.



### Cycle to work

We offer a cycle to work scheme through Halfords so, if you want to cycle in, you can get a great bike.



### Flexible hours

Each and every person who joins Babylon is encouraged to take ownership, and that includes the way they work to deliver our mission.



### Social events

Our teams organise regular lunch and learn sessions with pizza. We also do team lunches and drinks at nearby bars.



### BUPA health insurance

As a health company, that sees your health as a priority, we're proud to offer you (and your families) BUPA health insurance.



### Pension scheme

All new Babylonians are opted into our pension scheme.



### Subscription to Babylon for family and friends

You'll enjoy a free Babylon subscription, and so will your family and friends.



### Free breakfast & snacks

We've got a free fridge policy: breakfast, snacks and all the fruit you can eat. This includes hot drinks, cereal, bread, spreads and fruit.



### Wellbeing & fitness

We have an office gym, 5-a-side football games every Thursday and yoga sessions twice a week.



# Statutory declaration

We confirm that the information and data provided in this report is accurate and in line with the requirements of the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

Ali Parsa  
Founder

A handwritten signature in black ink, appearing to read 'Ali', with a large, sweeping initial 'A'.

Joanne Ferris  
Chief People Officer

A handwritten signature in black ink, appearing to read 'Joanne', with a large, stylized initial 'J'.