

# Our 2018 gender gap report

This is our first-ever gender pay gap report as we've 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 which 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.

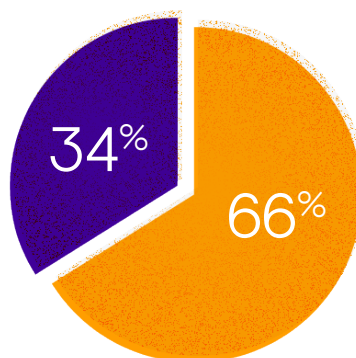
Mean  
**19.05%**

Median  
**28.85%**

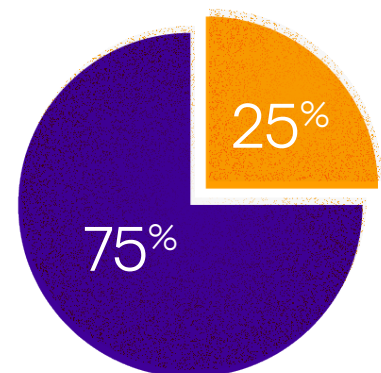
 Women

 Men

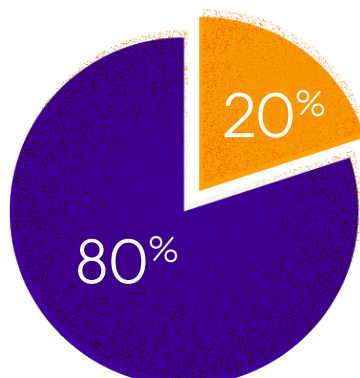
Proportion of males & females in each quartile band -



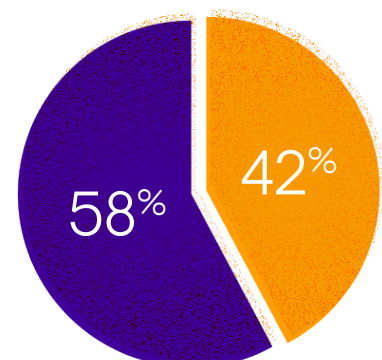
Lower pay quartile



Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile

# 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 2018 journey by the numbers

