



# Pega

## 2024 UK Gender Pay Gap Report Data Year 2024-2025

# Pega 2024 UK Gender Pay Gap Report

At Pega, we are dedicated to fostering an environment where everyone has equal access to the same opportunities and fair compensation. We have taken intentional steps to establish a culture that values all individuals and creates a sense of belonging. Here are some examples of initiatives that we offer.

## **Global Parental Leave Policy**

- Primary caregivers receive 20 weeks of 100% paid leave. Primary caregiver leave is gender neutral.
- Secondary caregivers receive four weeks of 100% paid leave.
- Primary caregivers can also request a phased return to work after their leave: Employee works 4 days and receives pay for 5 days within their first month back to work.

## **Backup care for parents & carers**

- Pega offers 20 days per year of 'backup child, adult and elder care'.

## **Bereavement Leave Policy**

- Pega offers a bereavement policy to include up to 10 days for miscarriage/pregnancy loss for all employees.

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## **Training**

- Pega provides interview training and hiring guide for hiring managers and the Talent Attraction team.
- Pega hosted several Workplace Workshops in 2024 available to all employees. The workshop is designed to encourage participants to be more aware of their biases and act as advocates for others. Participants explore what it means to be inclusive to all individuals, ways to recognize biases, and how to move from a state of unawareness to a state of awareness and translate learning into action.
- We continued our collaboration with The Leadership Consortium (TLC), which brings together participants from best-in-class companies in a virtual development experience that accelerates leadership impact, with a focus on high-potential talent from all regions globally. The three-month, virtual program led by Harvard Business School faculty members aims to make leaders more self-aware, and provides action plans to unlock their full potential for leadership.
- We offer several learning opportunities and leadership development programs that support career development and advancement for our employees. These include in-person sessions, virtual workshops, self-paced learning modules, and curated courses on Coursera, ensuring flexibility and accessibility for all learning styles and schedules.

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## **Training**

- We have developed comprehensive learning modules to provide employees with the knowledge they need to better understand, support, and celebrate their colleagues. These modules include self-paced courses designed for new hires, new managers, and all employees, ensuring that everyone has access to relevant learning at key stages of their career. Our programs also emphasize how to foster a supportive environment at various levels, equipping employees with the skills to create a workplace where everyone feels valued and heard.
- Our Advanced Allyship program has six self-paced modules. It helps participants understand allyship, recognize their biases, build empathy, and support their colleagues in meaningful ways.

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## **Hiring**

We have a dedicated role to oversee global recruitment branding and talent attraction. This role ensures we source candidates from all backgrounds and regions, focusing on high-potential talent with a broad range of skills. At Pega, we hire for merit, ensuring that all individuals have the opportunity to thrive.

We take a structured approach to hiring, integrating best practices to attract top talent at every stage of the recruitment process. We communicate job openings as broadly as possible because we know the best talent can come from anywhere.

Our regional recruitment teams collaborate to share insights, address challenges, and continuously refine our approach.

We actively engage with student groups, alumni networks, community organizations, and job fairs to connect with skilled individuals globally.

Additionally, in 2024, we prioritized internal mobility by providing dedicated career counseling sessions, helping employees explore new skills and career paths within Pega.

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## **Efforts to foster Inclusion and Support**

- We publish an annual Impact Report that outlines our vision for fostering an inclusive workplace at Pega, along with the initiatives and investments we're making to support the evolving needs of our people, clients, and global markets.
- Pega's employee resource groups (ERGs) are open to all employees. They create meaningful connections and provide supportive spaces for employees. They focus on raising awareness; fostering an inclusive work environment; boosting professional development; and strengthening employee engagement and a sense of belonging. There are seven ERGs at Pega, each of which has a designated celebratory month to recognize and celebrate the histories and contributions of their respective communities. Our ERGs include Asian@Pega, Black@Pega, Latinx@Pega, Pride@Pega, PwD@Pega (for Persons with Disabilities), Veterans@Pega, Women@Pega.
- To enhance transparency and accessibility, we've created a centralized hub for information and initiatives related to our commitment to equal and fair opportunity & inclusion for all. This dedicated space is available across our internal platforms, as well as external channels like Pega.com and LinkedIn, ensuring visibility into our ongoing efforts.

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## **Efforts to foster Inclusion and Support**

- Utilizing our global initiative for social impact, PegaCares, we support nonprofit organizations at local and international levels that correspond with our primary themes of focus: women and girls in technology, youth education and development, and environmental sustainability.
- The Pega Scholars Program provides scholarships to students globally who are interested in pursuing a career in technology or computer science.
- In 2024 Pega had a focus on driving awareness of internal mobility resources and tools. This took the form of dedicated career counselling sessions for Pega employees so they could maximize on the opportunity for new skills and new career opportunities within Pega.

## **Regular Gender Pay review**

- We routinely examine gender pay before, during, and after our annual compensation cycle. We also review this analysis with our leadership to ensure that we remain focused on driving efforts that support and encourage equality in compensation across the organization.

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## 2024 UK Gender Pay Gap Results

2024 - 2025 Reporting Year Data		
Hourly Rate Pay Gap	Average	Median
Gender Pay Gap	30.42%	18.99%

2024 - 2025 Reporting Year Data		
Hourly Rate Pay	% of Men	% of Women
Quartile 1	80%	20%
Quartile 2	80%	20%
Quartile 3	84%	16%
Quartile 4	49%	51%

2024 - 2025 Reporting Year Data		
Bonus Pay Gap	Average	Median
Bonus Pay Gap	40.84%	34.25%

Bonus Received	2024 - 2025 Reporting Year Data
Men	98%
Women	97%

We are firmly committed to continuing to make Pega a great place to work for all.

As Head of Sales, EMEA, I, Kieran Tarrant, can confirm that the information contained is accurate and is reported in line with UK government reporting regulations.



Kieran Tarrant,  
Head of Sales, EMEA