



# Pega

## 2022 UK Gender Pay Gap Report

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## **Global Parental Leave Policy**

- Primary care givers receive 20 weeks of paid leave.
- Secondary care givers receive four weeks of paid leave.
- Primary care givers can also request a phased return to work after their leave.

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

- Pega introduced 20 days per year of 'backup child and elder care'.

## **Training**

- Pega provides interview training and an inclusive hiring guide for hiring managers and recruiters.

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## Training

- Pega hosts Inclusive Leadership and Inclusive Workplace Workshops available to all employees globally. The workshop is designed to encourage participants to be more aware of their biases and act as advocates for others from underserved communities. Participants explore what it means to be inclusive, ways to recognize biases, and how to move from a state of unawareness to a state of advocacy and translate learning into action.
- We have continued to engage with The Leadership Consortium. The program focuses on high-potential talent from underserved populations and is led by Harvard Business School faculty. Leaders emerge as more self-aware executives with stronger teams and broader strategic command.
- Our program, Advanced Allyship, comprises six modules that individuals can complete at their own pace. The program aims to equip participants with a comprehension of allyship and to help them explore their implicit biases, cultivate empathy, and acknowledge the struggles underserved groups face.

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## Hiring

- Pega hired a Diversity Talent Attraction and Brand Partner to lead the efforts in increasing our ability to attract and hire top diversity candidates. This is to further our efforts towards hiring from fully diverse talent pools through initiatives such as diverse referrals, neutral job descriptions, job postings on diverse boards, a structured interview process aligned to success behaviors, diverse interview panel.
- We have also launched Inclusive Hiring Training for our hiring team that provides our recruiters an understanding of Pega's Diversity, Equity, Inclusion & Belonging (DEI&B) strategy, confidently communicating it with candidates and providing them with tools and resources on recognizing bias and influencing our hiring managers.
- We also actively engage diverse student and community groups, including Community organizations, DEI&B-focused conferences, and job fairs to engage prospective talent, Diverse alum associations, and Diverse student groups

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## Diversity, Equity, Inclusion & Belonging

- We publish an annual Impact Report that outlines our vision for DEI&B at Pega and the initiatives and investments we're making to adapt to the changing needs of diverse talent, clients, and markets.
- Pega's employee resource groups (ERGs) provide engagement and safe spaces for communities. 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.
- We have created a centralized hub for information and initiatives related to Diversity, Equity, Inclusion & Belonging (DEI&B) by creating a landing page on external facing platforms like Pega.com and LinkedIn and our internal portal to promote transparency, accessibility, and accountability around DEI&B efforts.

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## **Diversity, Equity, Inclusion & Belonging**

- 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 underprivileged students globally interested in pursuing a career in technology or computer science.

## **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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## 2022 Gender Pay Gap Results

Hourly Rate Pay Gap	2022 Data	
	Average	Median
Men	80.59	62.93
Women	53.62	52.13
Gender Pay Gap	33.50%	17.20%

Hourly Rate Pay	2022 Data	
	% of Men	% of Women
Quartile 1	85%	15%
Quartile 2	75%	25%
Quartile 3	79%	21%
Quartile 4	50%	50%

Bonus Pay Gap	2022 Data	
	Average	Median
Men	39,273	22,654
Women	21,089	9,757
Bonus Pay Gap	46.30%	56.90%

	2022 % Receiving Bonus
Men	94%
Women	83%