



Pega

2023 UK Gender Pay Gap Report

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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 receive pay for 5 days within their first month back to work.

Backup care for parents & carers

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

Bereavement Leave Policy:

- Pega introduced 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 an inclusive hiring guide for hiring managers and recruiters.
- Pega hosts 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 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 underrepresented groups. 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 launched the Pega Sponsorship Program which supports career development and advancement for our employees. This initiative matches high-potential diverse leaders with senior executives and is designed to enhance leadership skills, foster a growth mindset and continuous learning, and develop strategic thinking for driving business success.

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Training

- We have developed comprehensive DEI&B learning modules to provide employees with the knowledge they need to better understand, support and celebrate their diverse colleagues.
- 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

- In 2023, we established a new dedicated role of Diversity Recruitment and Talent Attraction Branding Partner to oversee our global diversity recruitment, diversity branding, and talent attraction practices.
- To drive progress towards our goal of attracting and hiring diverse talent, we look at each stage of the recruitment process through a diversity lens. This involves close collaboration between our DEI&B and TAC teams. Together, we ensure that diversity considerations are integrated seamlessly at every stage of recruitment.
- We actively promote diverse referrals and use of gender-neutral language in our job postings. We leverage diverse job boards through our partnerships with diversity-focused organizations. In our hiring process, we employ a structured interview approach and ensure that interview panels represent diverse groups of employees.
- We established a DEI Working Group, consisting of a recruiter representative from each region, whose purpose is to discuss and address best practices and challenges related to diverse hiring.
- 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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2023 UK Gender Pay Gap Results

	2023-2024 Reporting Year Data	
Hourly Rate Pay Gap	Average	Median
Men	80.61	60.06
Women	60.95	50.36
Gender Pay Gap	24.39%	16.16%

	2023-2024 Reporting Year Data	
Hourly Rate Pay	% of Men	% of Women
Quartile 1	81%	19%
Quartile 2	78%	22%
Quartile 3	78%	22%
Quartile 4	51%	49%

	2023-2024 Reporting Year Data	
Bonus Pay Gap	Average	Median
Men	30,088	22,048
Women	19,690	13,915
Bonus Pay Gap	34.56%	36.89%

Bonus Received	2023-2024 Reporting Year Data
Men	98%
Women	94%