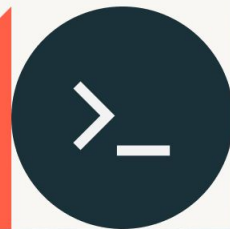# Databricks U.K. Limited's Gender Pay Gap Report

April 2024

Databricks U.K. Limited's Commitment to Diversity

Databricks U.K. Limited ("Databricks") is on a mission to democratize data + AI. We believe different backgrounds, experiences, perspectives, insights and skills fuel innovation and deepen our connection to one another and our customers. We strive to cultivate a culture of belonging where everyone is empowered to do the best work of their careers. Databricks works to ensure equal pay for equal work, and builds programming that celebrates, educates and uplifts our team.

UK Gender Pay Gap Report

What is the Gender Pay Gap Report?

This marks the first year Databricks has been required to submit a Gender Pay Gap report. The results are based on a snapshot taken from one payroll period during 2023 – in this case the payroll period of April 5, 2023.

The UK Gender Pay Gap Report is a mandatory report that requires companies to disclose the difference in pay between genders. It focuses on the difference in pay between men and women across the entire organization, regardless of roles, levels, performance, location or experience.
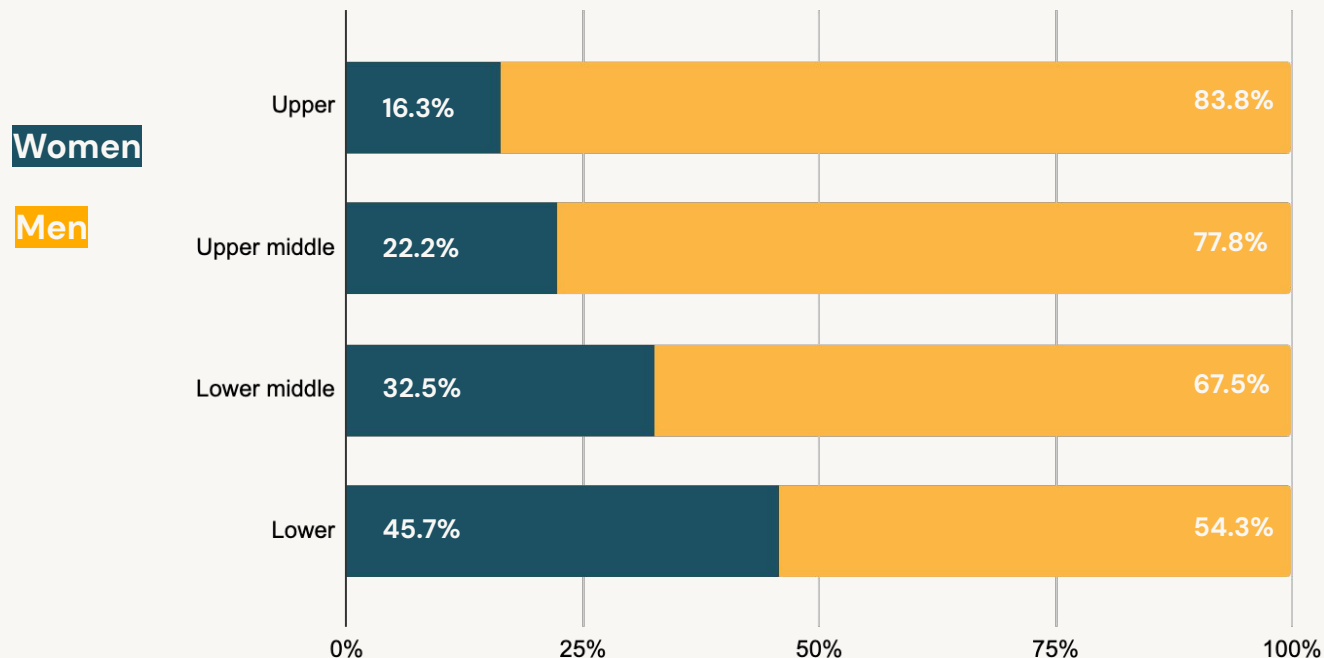
Gender pay gap: the overall difference in pay between men and women across the entire organization.

Pay equity: men and women receive same pay for the same work, considering factors like roles, level, performance, etc.

Databricks U.K. Limited's Gender Pay Gap Results

Distribution of Men and Women Across Four Pay Quartiles

Women

Men

Quartile	Women	Men
Upper	16.3%	83.8%
Upper middle	22.2%	77.8%
Lower middle	32.5%	67.5%
Lower	45.7%	54.3%

X-axis: 0%, 25%, 50%, 75%, 100%

Percentage of men and women across 4 pay quartiles, ranked by total average hourly pay – including bonus and commission payments

Databricks U.K. Limited's Gender Pay Gap Results

Hourly and Bonus Pay – Differences between men and women

The mean gap is the average difference in pay between men and women, irrespective of roles, levels, performance, location or experience.

The median figure occurs in the middle of the data when sorted highest to lowest. This figure is the gap between the median pay for men and women, irrespective of roles, levels, performance, location or experience..

	Mean Gap	Median Gap
Hourly pay	19.4%	22.6%
Bonus Pay	39.3%	19.2%

Per the requirements of the report, bonus pay includes things like commission, spot bonuses, and performance incentives.

	Men	Women
Received bonus pay**	96.9%	88.3%

**72% of women and 95% of men are in bonus eligible roles.

Databricks' U.K. Limited's Gender Pay Gap Results

What Our Results Show

Databricks' results reflect the composition of our workforce according to role and level. Currently, women at Databricks are represented at 20% in technical roles and 15% at senior levels. Our pay programs are market-based, where technical roles and those at higher levels are paid at higher market rates. As a result, the methodology for the analysis prescribed in this report demonstrates the gap associated with these differences.

The Company regularly evaluates pay equity by way of periodic pay audits that consider not only gender but also roles, levels, performance, location, experience and market pay. These audits help Databricks to assess pay equity on an ongoing basis. The Databricks' pay equity analysis shows that in the relevant 2023 time period women and men in the UK were positioned relatively equally compared to our role- and level-based pay ranges.

Databricks' Commitment to Pay Equity

Databricks is committed to pay equity – equal pay for equal work regardless of gender, race, ethnicity or other protected characteristics.

We are committed to increasing representation of women in tech and in leadership positions. Our approach is to take a multi-faceted approach:

- We continue to invest in partnerships with organizations helping women and underrepresented groups pursue careers in technology
- We continue to offer programs to attract and retain top talent, and diverse talent to Databricks, including mentorship programs and resource groups
- We remain committed to annual rigorous pay equity analysis
- We are [Fair Pay Workplace Certified](#) to ensure equal pay for equal work

Databricks' Diversity Efforts

Additional DEI commitments include:

- Investment in internal inclusion programs, generous employee benefits and support for our 7 global Employee Resource Groups, including our UK Women's Network chapter. These efforts help foster a more inclusive environment where everyone has support to do the best work of their careers.

- A commitment to inclusive recruiting with special care taken to standardize hiring processes with the goal of removing biases related to a candidate's gender and other protected characteristics. This includes creating inclusive job descriptions, efforts to source a diverse candidate pool for open roles, and regularly reviewing our hiring metrics to audit our efforts.

- Partnership with organizations like Women In Big Data to support increasing women representation within the Data + AI industry.

UK Gender Pay Gap Report

Declaration

I confirm that the data reported here is accurate and prepared in accordance with The Equality Act 2010 (Gender Pay Gap Information).
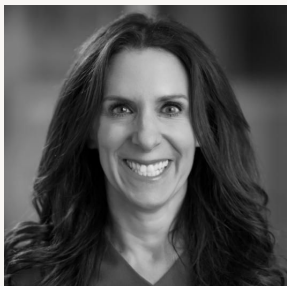
Amy Reichanadter

Chief People Officer