



Pax8 UK Gender Pay Report 2025



At Pax8, we're big on company culture and values – we live and breathe positive change and achievement in our people and communities.

Our 2024/2025 Gender Pay Report shows, for the first time, what the difference between the average pay of men and women across Pax8 UK looks like.

This is a positive step towards ensuring greater transparency on gender pay differences, to help us deliver pay equality.

Delivering pay equality is another step on our journey to build a community and culture that helps everyone thrive.

In 2022 and 2023 we were ranked top 50 in Best Companies to work for in the UK. In 2024 we received certification from Great Place to Work.

Ensuring every colleague feels like they genuinely belong isn't just a nice-to-have at Pax8 – it's a must-have.

All our calculations are accurate and have been performed in line with UK Government requirements. The data included is from 272 UK employees.

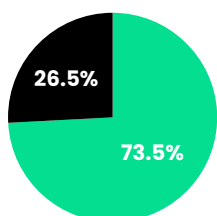


Harald Nuij
Chief Executive Office, EMEA

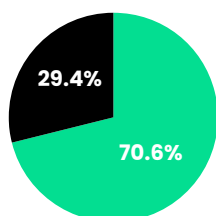
Pay Quarters

The Pax8 UK population is divided into four equal quarters to identify our gender split, helping highlight disparities in how men and women are represented and paid within different pay ranges.

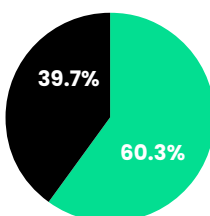
Upper Quartile



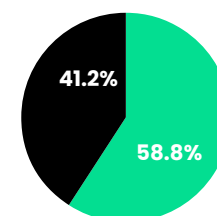
Upper Middle Quartile



Lower Middle Quartile



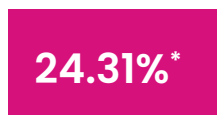
Lower Quartile



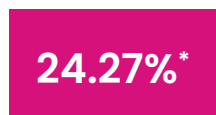
● Men ● Women

Hourly Pay Gap

Mean hourly gap

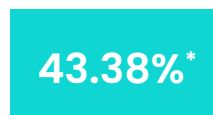


Median hourly gap

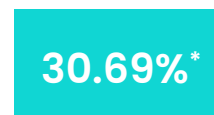


Bonus Pay Gap

Mean hourly gap



Median hourly gap



*A positive percentage gap shows men are paid more than women. A negative percentage gap shows women are paid more than men. A zero percentage means no gap exists.



The Pax8 Promise

We are working to achieve greater gender equality and broader diversity at all levels. Here are some of the key focus points to help us reach our goals:

Current female work-
force at Pax8

35%

Target female workforce at
Pax8 by the end of 2026

40%



We have recently launched our 'Hybrid First Policy'. At Pax8 we are not mandating a return to the office. Instead we are working with teams on an individual basis to ensure they are working in a way that works for them, as well as the business. Managers are working closely with their teams to identify requirements and implement working arrangements that are inclusive. By introducing our Hybrid First Policy, we hope to be able to provide flexibility to our colleagues, enabling them to work in a way that works for them and the business.



Continue to use a gender bias decoder to ensure that our hiring process remains fair and equitable, including ensuring that our job adverts do not contain male-coded language.



We will continue to review our candidate pipeline for roles and commit to enabling an equal gender shortlist for Manager round interviews, where possible.



We will work to ensure at least one member of the interview panel for our Sales hiring includes a female leader. Our Sales team is 80% male, and as a business we want to see a greater female representation in this area.



Attend more Women in Tech STEM events and create greater diversity on our careers page, promoting what women's working days look like at Pax8.



We will continue to work with hiring managers to remove any un-conscious bias through direct Talent Partner support, bringing an open-minded approach to hiring.



Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary employee-led groups that aim to foster a diverse and inclusive workplace aligned with our values and mission. These groups present an opportunity for individuals to engage personally and professionally while creating a sense of belonging at their workplace. Read more about them and how they help our staff.



pWr

To empower professional and personal growth through providing an opportunity to talk about issues women face in the corporate world.



Pride

To create opportunities for career advancement and connection for the LGBTQIA+ community while empowering advocates and allies.



Ability

To uplift, empower, and connect colleagues with disabilities and neurodivergence, both visible and invisible.



Hue

To advance growth opportunities and representation for people of colour by elevating and amplifying their experiences.

[Read more](#) about ERGs and how they help our staff.

