



Pax8 UK Gender Pay Report 2026



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

In 2025 we continued our efforts to achieve pay equality across the business. Our 2025/2026 Gender Pay Gap Report shows the year-on-year progress we have made and makes clear how we will continue to work towards achieving pay equality.

Pay equality is important to us. It is part of our dedication to building a community and culture where everyone thrives.

In 2022 and 2023 we were ranked in the Top 50 Best Large Companies to Work For in the UK. In 2024 we earned the Great Place To Work certification and were ranked one of the Best Workplaces in Tech in 2025.

Delivering positive change is a company-wide effort, with all our colleagues committed to making Pax8 a place for everyone.

All our calculations are accurate and have been performed in line with UK Government requirements. The data included covers 252 UK employees.

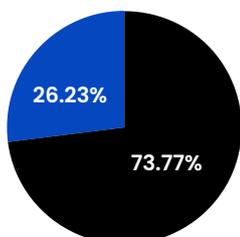


Harald Nuij
Chief Executive Officer, EMEA

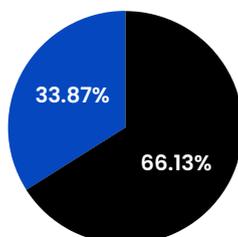
Pay quarters

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

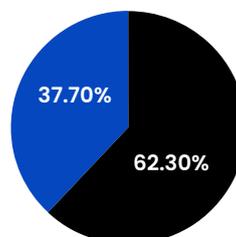
Upper Quartile



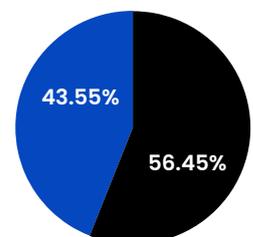
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



● Women ● Men

Hourly pay gap

Mean hourly gap

13.33%*

Median hourly gap

17.66%*

Bonus pay gap

Mean bonus gap

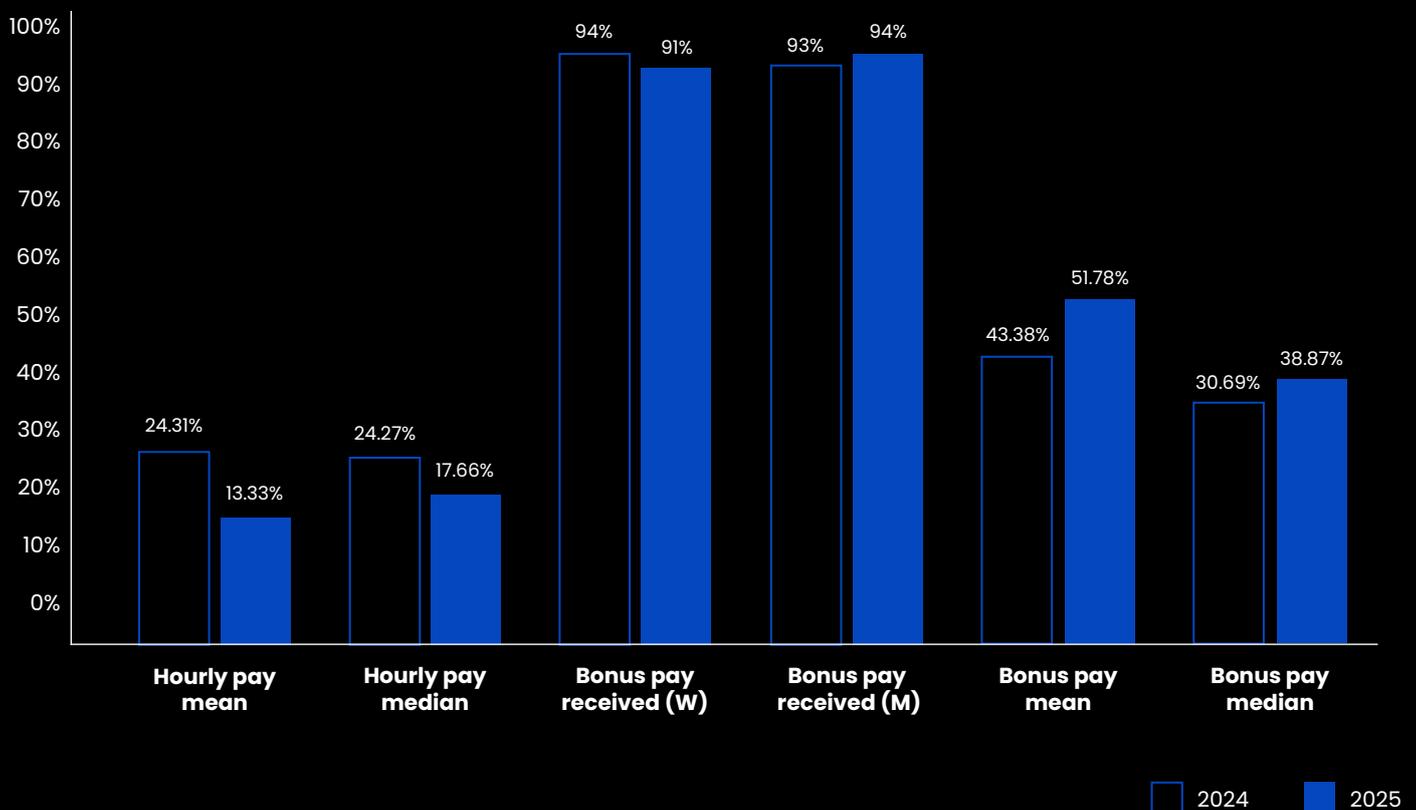
51.78%*

Median bonus gap

38.87%*

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

Year-on-year progress



The Pax8 promise

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

Current female workforce at Pax8

35%

Target female workforce at Pax8 by 2026

40%



We continue to offer flexible working through our “Hybrid First” policy. We work with teams on an individual basis to ensure they work in the best way for them and the business. Managers work closely with their teams to identify requirements and implement inclusive working arrangements.



We use a gender bias decoder to ensure that our hiring process remains fair and equitable. All of our job adverts are gender-neutral and do not use male-coded language.



We will continue to review our candidate pipeline for roles and commit to enabling an equal-gender shortlist for managerial round interviews.



We will develop a global Leadership Development framework to define a clear success profile and skills taxonomies, establishing a standard for how leaders show up, lead and deliver results.



We provide comprehensive support to leaders across all business levels by actively promoting and facilitating participation in established leadership development programmes, including the Leadership Accelerator (Global) and Purpose-Driven Leadership (EMEA).



We are committed to recruiting women into sales and senior leadership roles and enhancing retention to ensure that women are represented across Pax8 for the long term.