Splunk UK Gender Pay Gap Report

As the world continues to digitise and technology capabilities are introduced at breakneck speed, successful organisations must embrace greater diversity in order to be successful. Diversity fuels greater innovation, a more competitive edge and helps attract, retain and develop a workforce that contributes to greater equity. It also paves the way for positive and sustainable change for this generation and for those who follow.

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Splunk supports the UK government's focus on gender pay and its effort to bring attention to this important issue as an additional indicator of gender diversity within the workforce. We are committed to fostering a more balanced organisation that better reflects our society in general, affording every employee an equal career opportunity.

The UK government's Gender Pay Gap reporting legislation requires all employers in the UK with 250 or more employees to publish statistics on pay, bonus pay and pay distribution at a specific snapshot date each year. Splunk's analysis reflects the government's methodology — using hourly rates of pay as of the snapshot date of April 5, 2020, bonuses paid in the 12 months up to April 5, 2020, and organisation demographics for April 5, 2020. The statistics reported are referred to as the gender pay gap.

" A culture of inclusion not only makes Splunk a great place to work, but it also drives the success of our business. A diverse and inclusive Splunk helps us achieve our mission to remove the barriers between data and action to drive great outcomes for our company, our communities and each other."

Equal Pay
vs. Gender Pay

The gender pay gap is not the same as equal pay.

- Equal pay is a direct comparison between the terms and conditions of two people who carry out the same work or work of equal value.

- The gender pay gap is based on a statistical calculation of the whole UK company across all job levels and is the percentage difference between men and women employees' hourly earnings independent of other factors such as job type, job level, job location, tenure or performance.
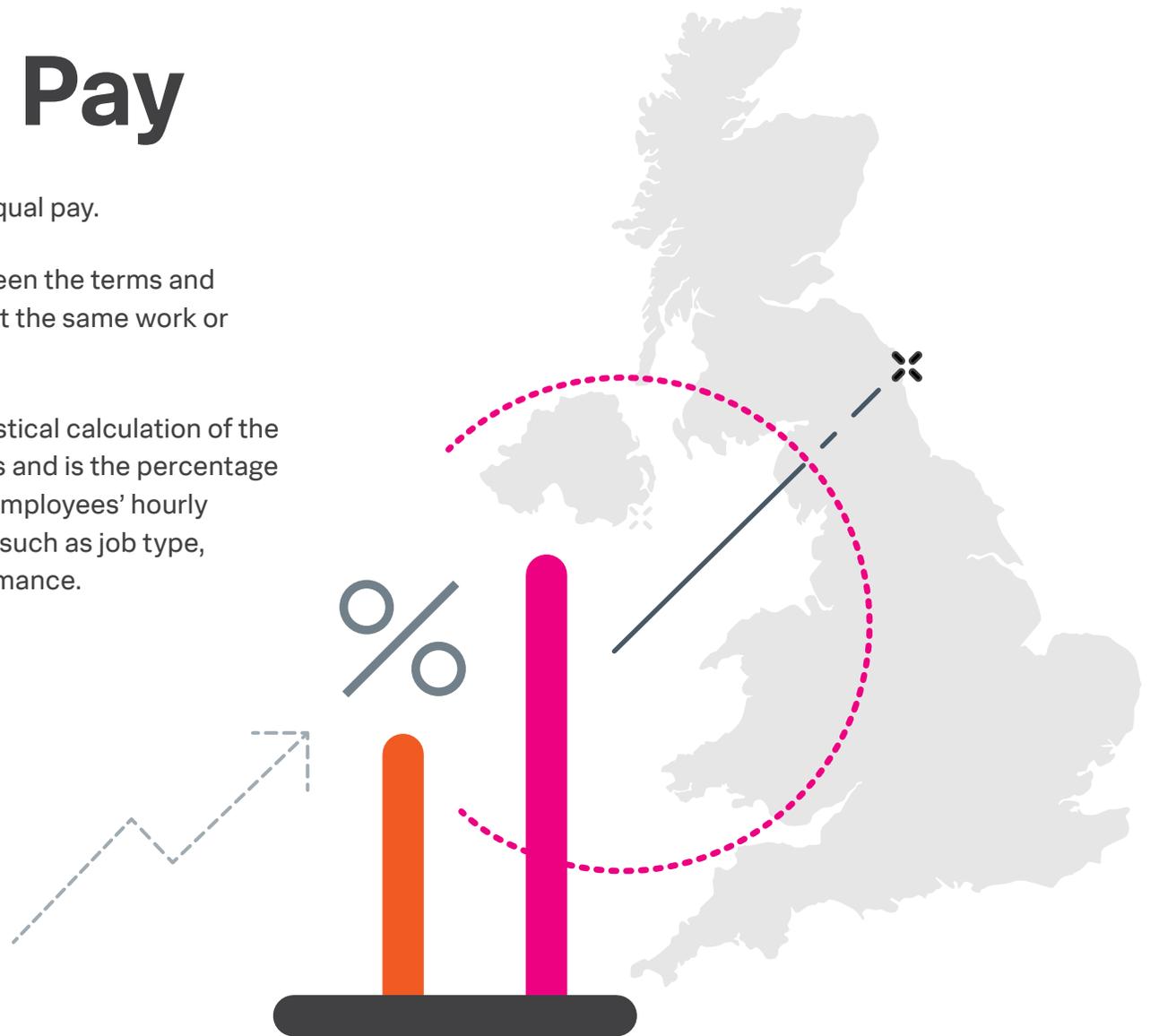
The Numbers **for Pay**

For the reporting year 2019-2020, we are pleased to report Splunk's mean pay gap in the UK has decreased by nearly 6% from 2018 – 2019 from 21.8% to 16.3%. Splunk's median pay gap in the UK increased from 19.2% to 23.6%.

The reduction in the mean and increase in median pay gap reflects an increase in women in the most senior roles within our UK business. The increase in the median pay gap may be attributed to an increase in the proportion of both men and women in junior roles within our UK business. As of April 2020, women represented 22.6% of the top earners (those in the upper quartile) at Splunk as compared to 15.7% in 2019.

Splunk UK's gender pay gap continues to be largely driven by the fact that we have more men than women in senior leadership, sales and technical roles which are more highly compensated, based on market rates. This disparity is highlighted in our quartile distribution and is the main contributor to our gender and bonus pay gap.

Splunk UK Pay Gap
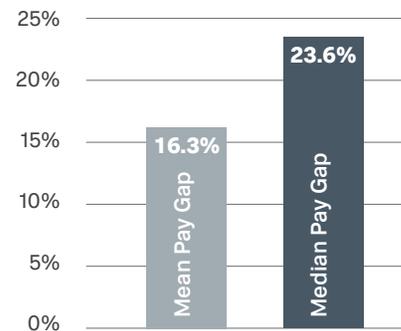
Shows the difference between the average hourly pay of all men and women employees. Does not consider an employee's job type, job level, tenure or performance, or their influence on pay.

Pay Quartiles

| Pay Quartile	MEN	WOMEN
Upper	77.4%	22.6%
Upper-Mid	89.1%	10.9%
Lower-Mid	72.8%	27.2%
Lower	54.8%	45.2%

Proportion of men and women in each of four equally-sized pay quartiles, based on ranking employees from highest to lowest by hourly rate of pay.

The Numbers **for Bonus**

In line with market practice, employees at senior levels have a larger percentage of their pay tied to variable and equity compensation. For the reporting period 2019 – 2020, Splunk UK employed more women as well as more women in senior roles. As a result, Splunk UK's mean bonus gap decreased from 33.0% to 11.3%. There has also been a decrease in the median bonus gap from 26.1% to 5.4%.

Splunk offers a bonus program for employees at all job levels which accounts for our high inclusion rate in our bonus distribution statistics.

Splunk UK Bonus Gap

Bar chart — Mean Bonus Gap: 11.3%, Median Bonus Gap: 5.4%
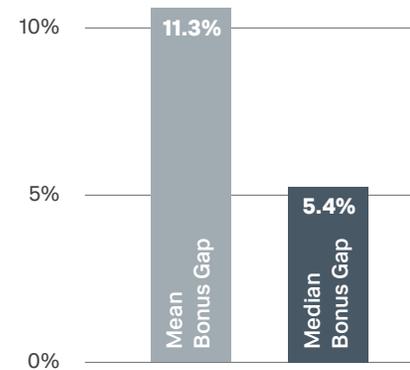
Shows the difference between the average bonus pay of all men and women employees. Does not consider an employee's job type, job level, tenure or performance, or their influence on pay.

Employee Bonus Distribution

Bar chart — of men received a bonus: 95.2%, of women received a bonus: 89.9%
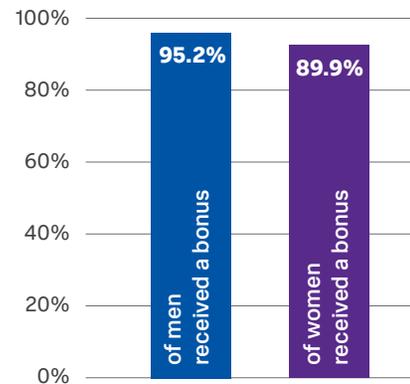
Proportion of employees at Splunk UK who received a bonus.

Workforce
Our People

Hiring Process

In addition to using tools like Textio to mitigate unconscious bias from our job descriptions, our recruiting team has partnered with 16 universities and participated in over 50 events to improve the hiring of more under-represented groups, notably LGBTQ+ and female talent.

DISCO

Since 2018, we've established accountability via our company-wide Diversity and Inclusion at Splunk Council (DISCO), which brings together executive and functional leaders within Splunk to execute on our strategic diversity plan and to share data.

Workforce Representation Data

Since 2018, Splunk has publicly reported our global gender data. In 2019, our focus was to increase our gender representation across the globe. We are pleased to report we achieved this goal. As we continue to grow, we want to build on this success and continue to improve all forms of diversity, inclusion and equity at Splunk.

Workplace
Our Culture

Breaking Bias Training

We continued our partnership with the NeuroLeadership Institute (NLI) to develop a robust unconscious bias training program for all new Splunk employees.

Global Family Benefits

Splunk believes that fertility care is an essential part of every health plan, so in 2019 we rolled out a comprehensive family planning benefits program to all Splunk employees.

Family Leave Benefits

Splunk UK has family leave benefits that support and assist parents.

Employee Resource Groups (ERGs)

Our employee resource groups help us drive change at the grassroots level and offer Splunkers support, community and belonging. Womxn@Splunk is an expanded ERG that focuses on broadening inclusion at Splunk to engage women, nonbinary folks, women of color and allies. Its mission is to attract more women to roles at Splunk and to retain and develop women at all levels. In addition, the following ERGs provide community and a sense of belonging for their members in the UK Pride@Splunk, BEAMs@Splunk (Black Employees and Mentors), Veterans@Splunk, and our newest addition, Neurodiversity@Splunk.

Marketplace

Our Communities

Beyond improving our workforce numbers and culture, our Executive Staff signed a commitment to improve racial equity and social justice for all partnering with customers, communities, and other key stakeholders to advocate, activate and accelerate lasting change.

Leveraging Splunk for Good

As the social impact extension of Splunk, Splunk for Good uses a multifaceted corporate impact model combining Splunk technology, education and training, and employee volunteer and giving programs to engage communities globally.

Community and Industry Groups

Splunk partners with several community and industry groups, including AWS Re:start and the Prince's Trust, Codebar and European Women in Technology.

Statutory Declaration

We confirm that Splunk has produced its Gender Pay Gap calculations in accordance with the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and that the calculations are accurate at the time of publishing.

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Kristen Robinson, Chief Human Resources Officer, Splunk, Inc.

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Tim Emanuelson, Director, Splunk Services UK Limited

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