

UK Gender Pay Gap Report

Our commitment to diversity, equity, inclusion and belonging (DEIB) is grounded in our values and in our deeply held belief that leading DEIB is more than just the right thing to do for our people, it's the smart thing to do for our business. When employees can bring their best, most authentic selves to work, they can do their best work, thrive and contribute to a better, stronger Splunk for everyone.

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 increasing representation and retention for all underrepresented groups, narrowing opportunity gaps and finding new ways to increase equity for all.

While we recognise that we still have work to do, we are excited about the future and our potential to help build a more diverse, inclusive and equitable workplace and industry to help everyone thrive.

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 UK's analysis reflects the government's methodology — using hourly rates of pay as of the snapshot date of April 5, 2023, bonuses paid in the 12 months up to April 5, 2023, and organisation demographics for April 5, 2023, within Splunk UK. The statistics reported are referred to as the gender pay gap.



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Equal pay vs. Gender pay gap

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

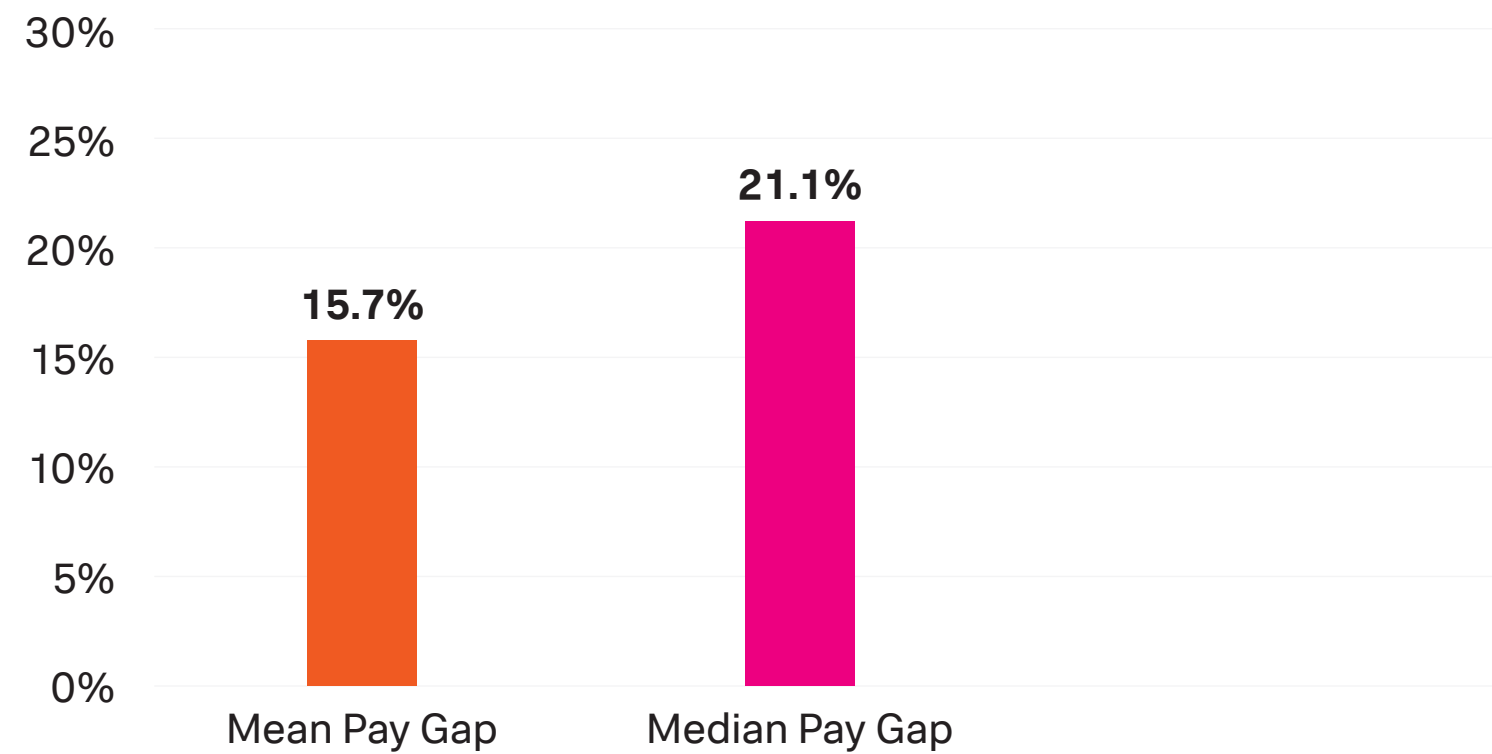
For the reporting year 2022-2023, Splunk is pleased to share that Splunk UK’s mean and median pay gap have both decreased from the 2021-2022 reporting year by 20.7% and 18.2%, respectively. Our mean pay gap for 2023 is 15.7% and our median pay gap is 21.1% as compared to 19.8% and 25.8% in 2022.

As with the previous year, Splunk UK’s biggest opportunity to continue to reduce our gender pay gap is by continuing to grow and increase the representation of women in our workforce, especially in senior-level sales and technical individual contributor roles which are more highly compensated based on market rates, and contribute in greatest proportion to both our mean and median pay gaps.

In recent years, we have made solid progress in increasing the proportion of women across all job levels at Splunk UK. In this reporting period, women represent 27% of Splunk UK’s management roles, up from 16% since our first report in 2018. Taken as a whole, men and women are now broadly equally represented in management level roles: 18% of men and 17% of women occupy these jobs.

We still have work to do. While our gender balance has improved, we continue to have more high-earning men in senior sales and technical career levels and more women in early and mid-level, non-technical, and support roles. This is highlighted in our quartile distribution and is the main contributor to our gender and bonus pay gap.

Splunk UK Gender 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.

Gender Composition by Pay Quartiles

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.

	MEN	WOMEN
Upper Quartile	82.2%	17.8%
Upper Middle Quartile	77.6%	22.4%
Lower Middle Quartile	70.1%	29.9%
Lower Quartile	60%	40%

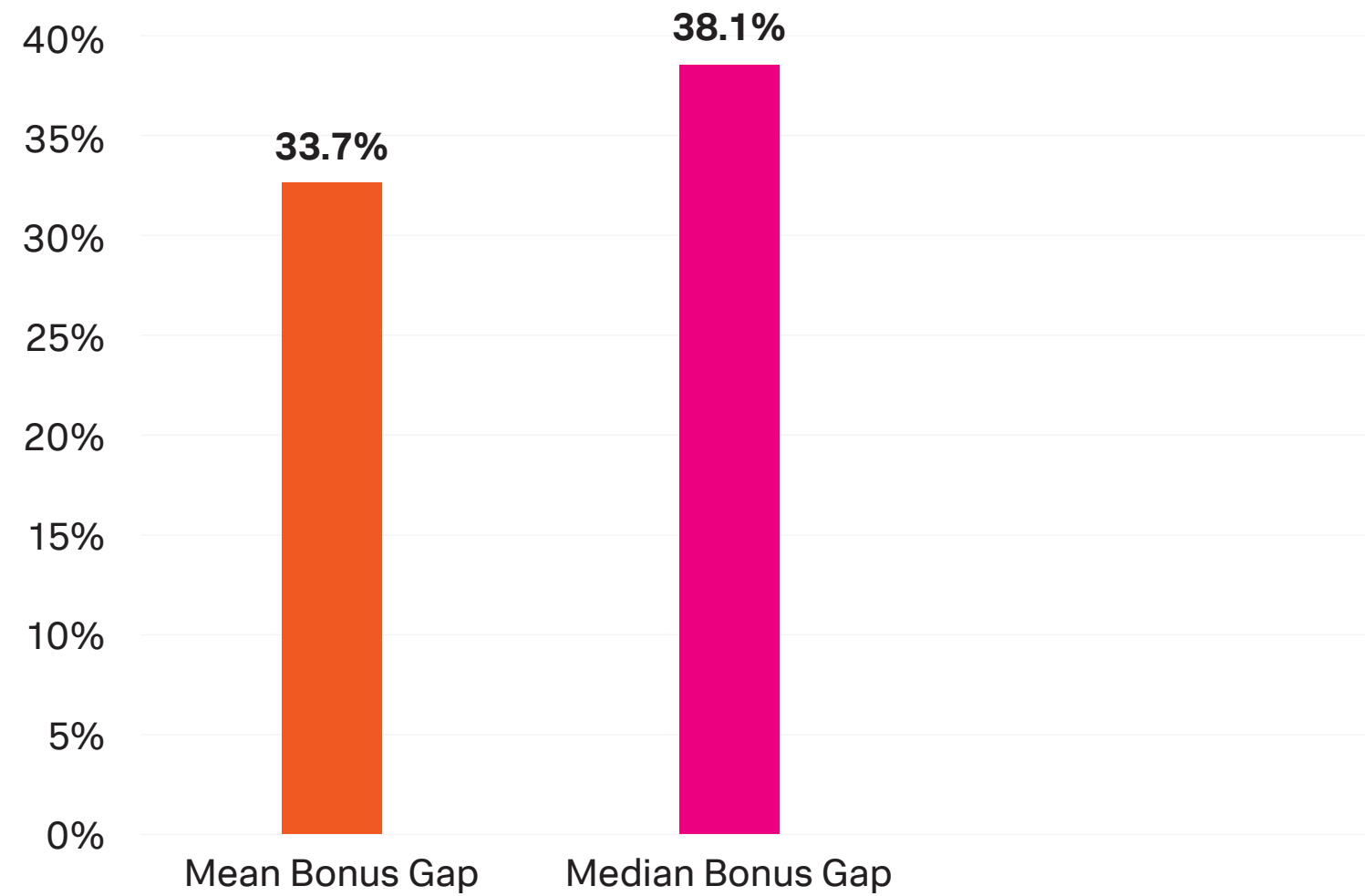
Splunk UK has a smaller number of women in senior leadership, sales and technical roles which have a higher market rate.

The Numbers for Bonus

In line with market practice, employees at more senior job levels have a larger percentage of their pay tied to variable and equity compensation. A greater number of men at Splunk UK align to management level roles and commission-based sales incentive programs, which offer higher target incentives and greater upside.

Splunk offers a bonus program for employees at all job levels which accounts for our high inclusion rate in our bonus distribution statistics. Eligibility to earn a bonus per year, and the amount, is dependent on an employee's joining or transfer date.

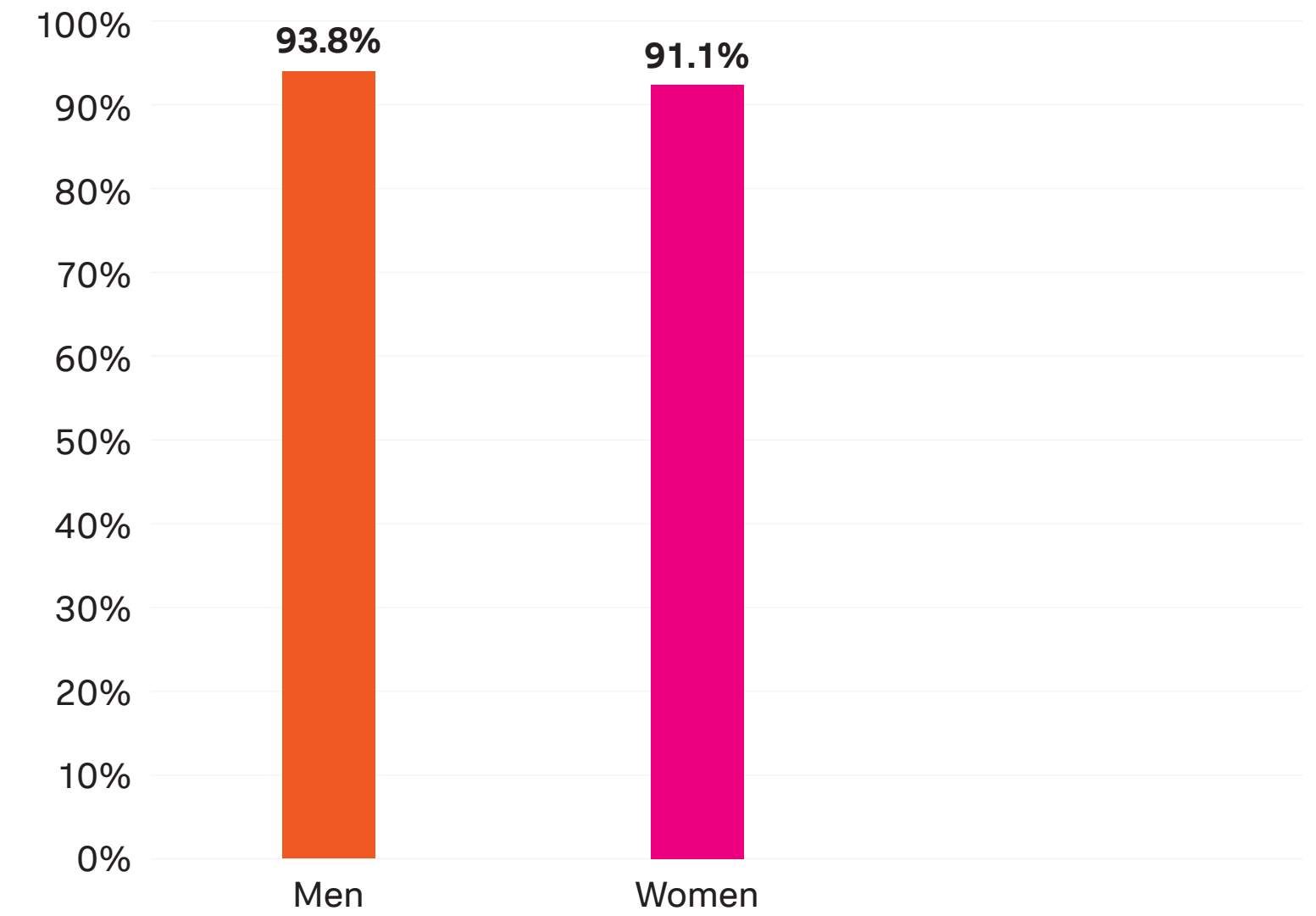
Splunk UK Bonus Pay Gap



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

Proportion of employees at Splunk UK who received a bonus.



Variability year on year in both our pay gap and bonus pay gap is expected as incentive awards vary based on both employee and company performance during the reporting year, and are influenced as well by long-term equity incentive program participation rates and vest schedules.

Our people

Hiring process

In addition to using tools like Textio to mitigate unconscious bias from our job descriptions, our recruiting team has continued our focus on early-in-career talent to support the hiring of more underrepresented groups. This has included participating at 68 University events with 5 scholarships being funded and support given to 15+ Women Associations. We have invested in sourcing tools, social media campaigns and other employer branding initiatives (industry & DEIB focussed events) to promote our inclusive, diverse and equitable culture.

As part of our commitment to fair, equitable, accurate and reliable hiring decisions, we have also introduced a new Splunk Certified Interviewer Course to support our hiring managers and interviewers in conducting unbiased and equitable interviewing processes.



Workforce Representation Data

We continue to lead initiatives to grow the representation of women across our global footprint at all levels and functions of the business, especially in leadership. We know that creating a diverse and inclusive workplace is essential to our success and growth, and while we have made progress in some areas, we recognise there is still more work to do. We annually disclose key metrics related to workforce composition in our annual [Splunk Diversity, Equity, Inclusion, and Belonging Annual Report*](#).

Pay Transparency

Pay equity and fairness are important components of the Splunker and candidate experience. Splunk strongly believes that pay transparency is critical to our commitment to pay equity.

As part of our global pay equity strategy, we share details of our compensation programs including our job grades, job levels, and job expectations by job level with all of our Splunkers. Additionally, we provide resources to and offer regular training on compensation fundamentals to both our people managers and our talent acquisition partners, enabling open discussions with both Splunkers and candidates on compensation.

In a continued commitment to pay equity, Splunk shares new hire salary ranges for each posted requisition in AMER, EMEA and APAC (excluding Japan). This includes all job openings in the UK, so that all of our candidates have a fair understanding of their pay, pay opportunity, and Splunk's compensation philosophy.

Our culture

Employee resource groups (ERGs)

Our ERGs support Splunkers from underrepresented and marginalised communities by being a source of connection, supporting career development and cultivating a culture of belonging at Splunk. Our Womxn+ ERG's mission is to foster, empower, and grow a diverse womxn-led community that collaborates and elevates one another to advance gender equality and intersectional advocacy, inclusive of the nonbinary community and allies. In addition to our Womxn+ ERG, Splunk supports 8 additional ERGs: BEAMS (Black Employees Achieve More @ Splunk), Disabled = True, Natives, Neurodiversity, Pilipinx, Pride, Somos and Veterans.

Each of our nine ERGs have an executive sponsor from our Executive Leadership team. Through this partnership, each ERG's mission is elevated with new insights and perspectives shared with those that have the most opportunity to change outcomes. Together, our community of 9 ERGs consist of over 5,000 employees working together to advance DEIB awareness, action and accountability across the company.

Measured belonging sentiment

Each Splunker perceives belonging differently depending on their individual experience. Using a bi-annual employee survey, we use data to measure, monitor and improve Splunker satisfaction with our DEIB intent, programs and outcomes. DEIB continues to consistently rank among the top factors influencing overall employee engagement at Splunk.

Career development & learning programs

Providing career growth and development as part of our employee experience is a topmost priority for Splunk. To help Splunkers navigate their careers, we've launched enhanced career development learning pathways for both Splunk employees and leaders, including an enhancement of our enterprise wide Career Mentorship Program. We have also hosted Career Development Month live programming for Splunkers in various global regions, and launched a series of new features on our global networking platform, including live introductions and office hours. Our internal transfer and career mobility program was also enhanced over the last year, to facilitate more opportunities for Splunkers to find and apply to internal roles within the company.

We continue to offer Diversity, Equity, Inclusion and Belonging (DEIB) education for all Splunkers such as Unconscious Bias Awareness, Neurodiversity 101 and Fostering Inclusion. And have, over the last year, launched new opportunities for Splunkers across all levels of the organisation to more deeply understand how DEIB plays a critical role in decision-making and culture:



Executive team

Our Executive Leadership team at Splunk have committed to a year-long learning journey, enhancing their knowledge and skills to lead inclusively.



People managers

Our people managers, through our broader Splunk Manager Essentials program, now have a specific learning path dedicated to more deeply understanding how to lead through the lens of belonging.



All splunkers

We recently partnered with an external organisation to deliver bite-sized DEIB learning across the globe. To date, over 2600 Splunkers have interacted with this learning, and we continue to offer core training to Splunkers which includes Unconscious Bias Awareness and Neurodiversity 101.

Global family benefits

Splunk believes that fertility care is an essential part of every health plan and in support of carers and potential carers, we provide a comprehensive fertility and parenting benefit through Carrot.

Family leave benefits

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

Time off & flexibility

Splunk offers Disaster and Epidemic Time Off (DETO), 30 paid days to cover both the time needed to care for children and family during pandemics as well as other unforeseen disasters/events.

The demands of employees and the workforce are continuing to evolve. Splunkers are also offered flexibility and choice in working arrangements for most roles.

Global wellbeing program (Spark!)

Spark, Splunk's Global wellbeing program, offers a variety of holistic wellbeing programs and resources to help employees lead a healthy, happy, energised, and purposeful life. We focus on employee choice to support the needs of the various lifestyles of our diverse workforce.

Splunk employees have access to:



Mental and emotional health services

Splunk offers coaching and therapy sessions to employees with a licensed professional as well as 24/7 access to licensed professionals in the event of an immediate or urgent mental health need, including online and assisted searches for child and elder care.



Wellbeing allowance

Splunk offers all employees a wellbeing reimbursement up to the equivalent of USD 2,000 per year for wellbeing-related expenses. We recognise that each employee has different needs, and we want to support employees by letting them choose from a list of wellbeing-related items including the following:

- **Fitness & Health:** gyms, sports, spas, apps, and general health support
- **Family Support:** Doula/Midwife, lactation, childcare, & eldercare services
- **Professional Development:** E-learning courses, testing fees, books
- **Tuition:** Continuing education, student loan assistance/repayment



Financial wellbeing

Splunk offers unlimited one-on-one access to local financial professionals.



Our communities

Leveraging splunk for social good

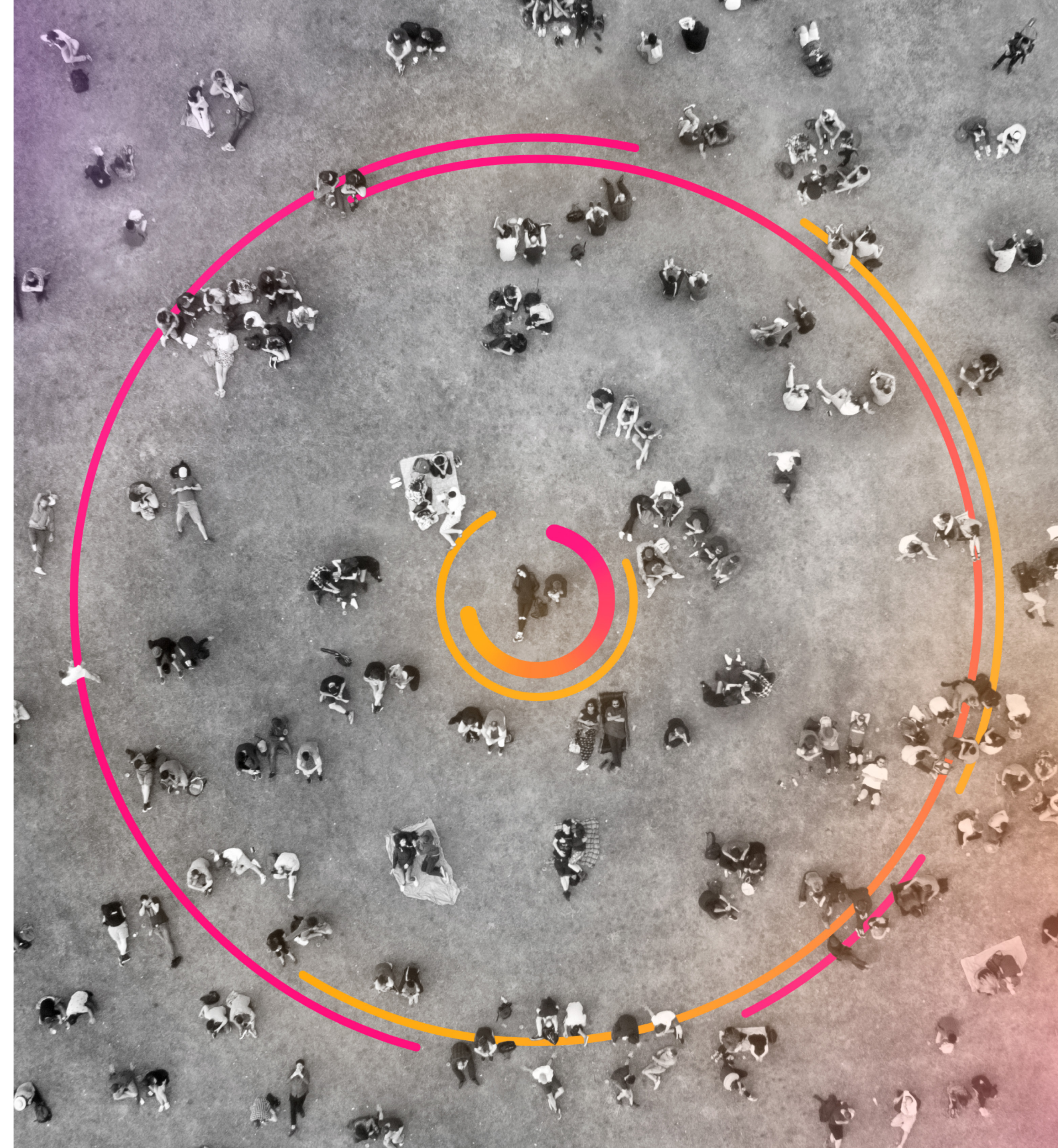
As the social impact arm of Splunk, Splunk for Good uses a multifaceted corporate impact model that includes strategic giving and investments, Splunk's product and training donation programs, as well as employee volunteer and giving programs to engage communities globally. We provided Social Justice and Equity grants to support both national and global nonprofits that address inequalities. Our 2022 grantees included [ProPublica](#), [Code2040](#), [International Rescue Committee](#), and the [Global Fund for Women](#).

Community and Industry Groups

We continued to close the opportunity gap by expanding access to jobs in the technology industry for underserved and underrepresented communities. We partner with close to 20 workforce development nonprofits to help achieve this goal, including AWE Re:start, the Prince's Trust, Codebar, European Women in Technology, and TechVets to name a few.

Inclusive Products

As a part of a multi-year initiative, we continued the work of optimising our products for inclusion and launched an ongoing program to reevaluate and prevent biased language from appearing on our platform.



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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