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Oracle Global Services Limited Gender Pay Gap Report

This is Oracle Global Services Limited's 2024 gender pay gap report. The statistics in this report relate to employees of Oracle Global Services Limited.

Publish date April 2025

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all companies in the UK with more than 250 employees to publish statistics every year showing the pay gap between their employees who identify as men and women.

At Oracle, we strive to build a diverse and inclusive culture that uses the unique perspectives of our employees to create an innovative, competitive edge. We aim to be a diverse and inclusive organisation where everybody feels valued, included and empowered and we believe taking steps to address our gender pay is a vital part of that effort.

Introduction
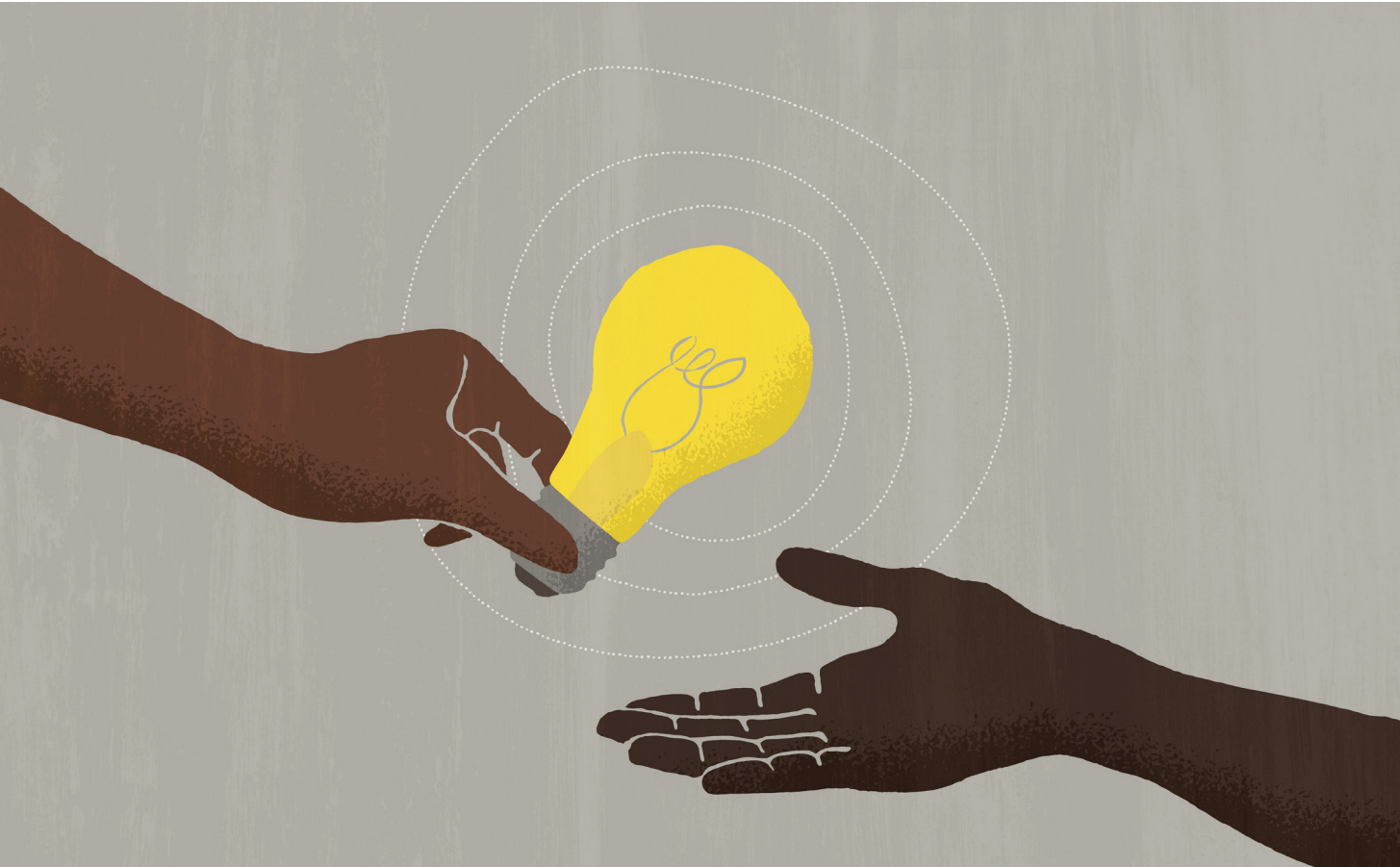
Oracle continues its commitment to attract more women into the business and into higher levels within the organisation, while working to ensure that a long-term career at Oracle remains an appealing proposition for women.

To support these aims, Oracle continues to promote the following activities:

1. **Inclusive Hiring**

2. **Education & Talent Development**

3. **Inspiring an inclusive culture through community**

4. **Flexible Benefits & Working**

1. Inclusive Hiring

Oracle has policies and practices to improve opportunities through the hiring process to focus on attracting diverse talent to increase the number of employees who are women and from underrepresented groups. This includes training for hiring managers and interview teams and deploying diversity ambassadors in recruiting activities to help reduce unconscious bias and engage with diverse talent considering jobs at Oracle.

Oracle also looks at talent attraction strategies to ensure the content on our career channels reaches and attracts women and underrepresented groups - for example, reviewing job descriptions and ads to help eliminate bias.

2. Education & Talent Development

Fostering a professional, ethical, and respectful culture for all employees is a key objective for Oracle. To support this, Oracle's Global Compliance Training Program contains mandatory courses, such as training related to unconscious bias and respectful and inclusive interactions that illustrate Oracle's core values and expectations.

By embedding inclusion into talent development, Oracle can support leadership development of historically underrepresented talent through specialised learning and development initiatives such as Oracle Women's Leadership program and Women's Leadership summits. Oracle's learning programme empowers leaders to be confident around inclusion, diversity, and equity to create and foster an inclusive culture that thrives on respect, inclusion, and psychological safety.

Oracle provides a wealth of tools and resources for employees to advance their career at Oracle. Whether that's expanding in their current role or growing into a new role, we want our employees to build their future at Oracle.
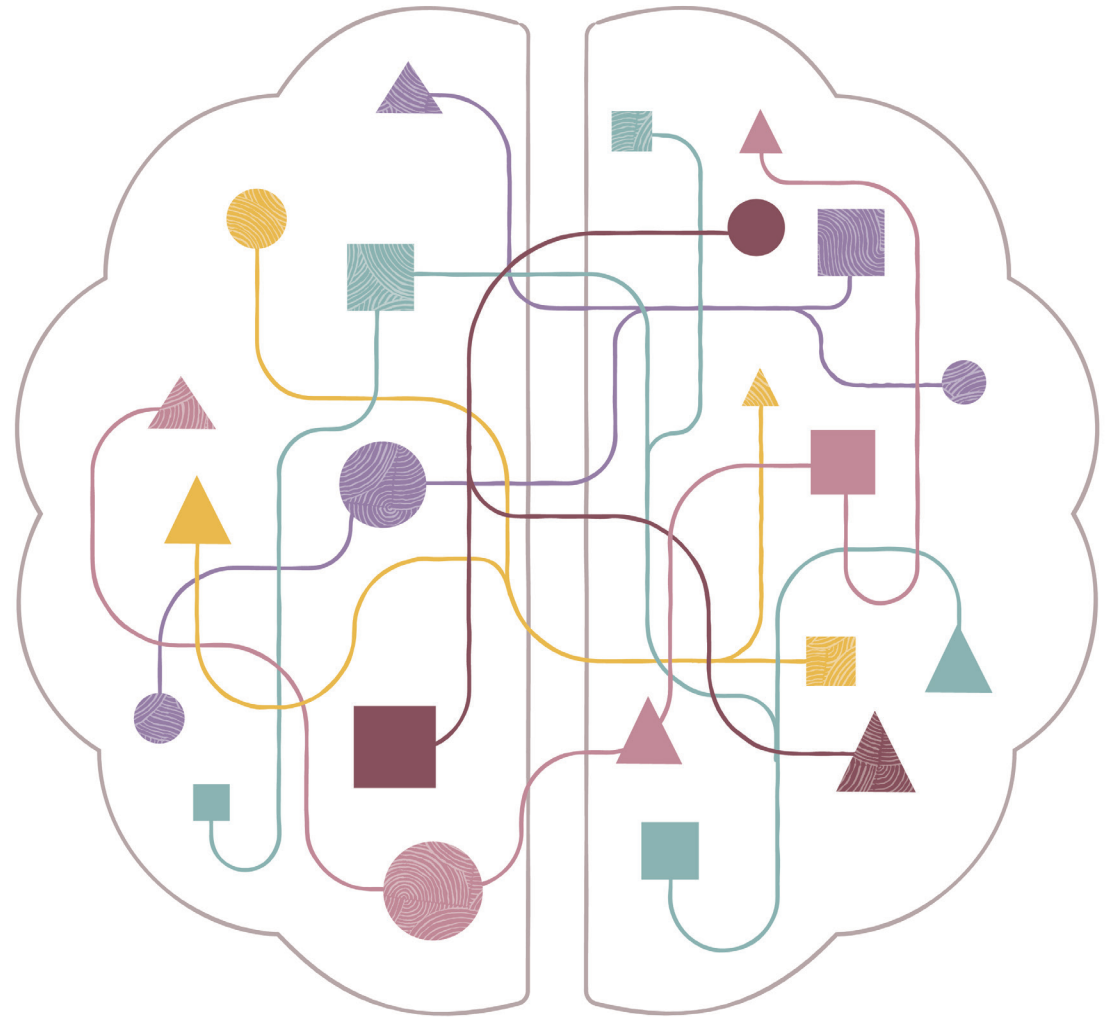
3. Inspiring an inclusive culture through community

Oracle's employees can connect to Oracle's global networks and resources that support their personal and professional growth and inspire inclusion for all internal communities, set up to engage employees of historically underrepresented groups and their allies. These voluntary, employee-led initiatives provide employees a common space to celebrate different aspects of their identity and convene to find community, find opportunities for networking, professional development, and external community outreach.

The Oracle Women's Leadership programme offers employees the opportunity to enhance skills and develop leadership potential. The objective is to engage and empower current and future generations of Oracle women leaders to foster an inclusive and innovative workforce.

4. Flexible Benefits & Working

Oracle recognises the diverse lifestyles of its employees and the different stages they may be at in their personal and professional lives. Having a flexible benefits programme in the UK allows all employees to choose benefits that reflect their current circumstances and priorities.
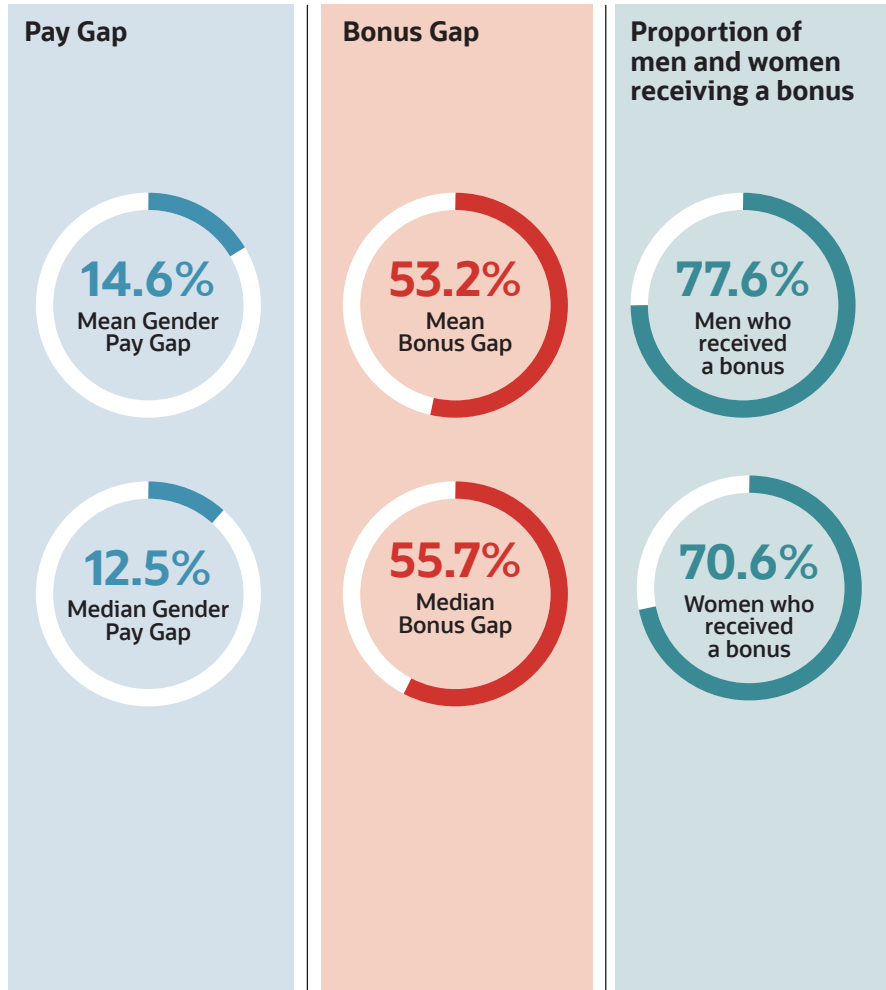
Oracle has made further enhancements to the maternity, adoption and carer's leave entitlements it offers employees. We believe these changes are important to ensure that people who want to start or grow their families are attracted to Oracle as an employer and existing employees who plan to take this family leave are appropriately financially supported during this period and encouraged to stay with Oracle in future.

Oracle also has a flexible working policy and appreciates the UK workforce is becoming increasingly diverse and needs to adapt accordingly. With this in mind, Oracle is constantly assessing its views on flexible working to keep up to date with the evolving demands of its employee population and the workplace.
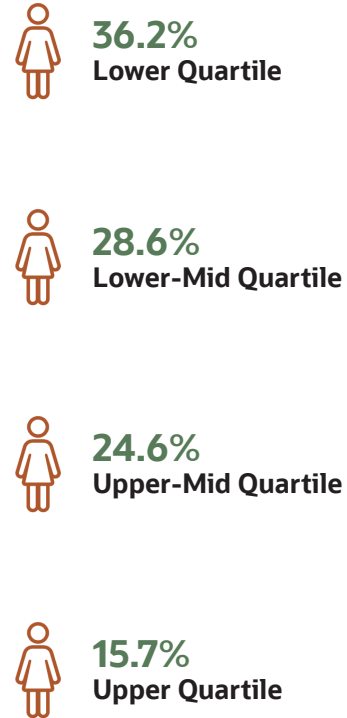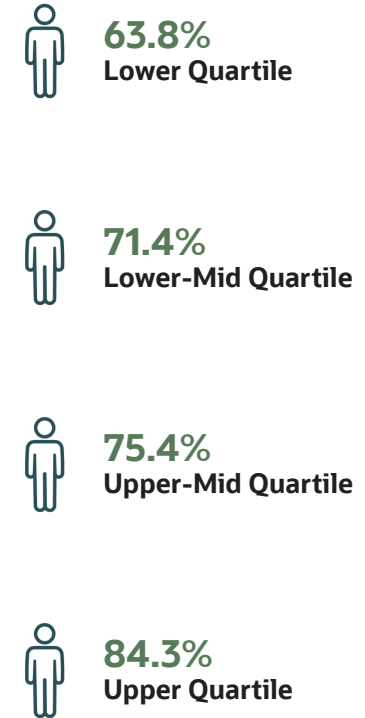
2024 figures

Pay Gap

14.6%
Mean Gender
Pay Gap

12.5%
Median Gender
Pay Gap

Bonus Gap

53.2%
Mean
Bonus Gap

55.7%
Median
Bonus Gap

Proportion of men and women receiving a bonus

77.6%
Men who
received
a bonus

70.6%
Women who
received
a bonus

Pay Quartiles

Women

36.2%
Lower Quartile

28.6%
Lower-Mid Quartile

24.6%
Upper-Mid Quartile

15.7%
Upper Quartile

Men

63.8%
Lower Quartile

71.4%
Lower-Mid Quartile

75.4%
Upper-Mid Quartile

84.3%
Upper Quartile

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