

Twitter UK: Gender Pay Gap Report 2022

This report outlines the results of Twitter's gender pay gap analysis in the UK based on a snapshot date of 5 April 2022. Since that snapshot date, similar to many other tech companies worldwide, there has been a significant reduction of Twitter's workforce. While this does not impact the statistics contained in this report, it will impact the statistics that we report in future years.

Our Commitment to Pay Equity and our UK Gender Pay results

At Twitter UK, we are committed to #EqualPayforEqualWork and believe that employees are paid equitably across Twitter.

Pay equity differs significantly from the UK gender pay reporting methodology required by law. The UK gender pay gap is the average (mean/median) difference across a population of men and women. The gender pay gap is represented as the average (mean/median) difference in gross hourly earnings between men and of women, expressed as a percentage of men's gross hourly earnings.

Our gender pay gap statistics are shown in the table below.

	As at 5 April 2022
Mean gender pay gap	16.2%
Median gender pay gap	18.2%
Mean bonus gap	8.9%
Median bonus gap	29.9%
Proportion of men receiving a bonus	97.1%
Proportion of women receiving a bonus	93.9%
Lower quartile (percentage women / men)	60.0% / 40.0%
Lower-mid quartile (percentage women / men)	38.0% / 62.0%
Upper-mid quartile (percentage women / men)	32.0% / 68.0%
Upper quartile (percentage women / men)	29.7% / 70.3%

What are we doing to close the gap?

Twitter's gender pay gap is caused by having more men in senior (typically engineering) roles and more women represented in the lower paid and junior roles. The scarcity of women in engineering roles is a challenge encountered across the technology industry. As Twitter UK recalibrates following the recent reduction in force, we will continue to seek additional opportunities to ensure Twitter has the diversity of perspective on which our digital town square thrives.

Signed by



Laurence O'Brien