

Uber

Gender Pay Gap Report

2018

Message from Tom Elvidge

Director, Uber London Limited

At Uber we are on an important journey to create a more diverse workforce and inclusive company culture. The importance of diversity and inclusion is paramount to being able to serve our millions of customers in the UK. I'm proud to say that D&I is a key part of our long-term business strategy.

We don't just accept difference—we support it, we celebrate it, and we thrive on it for the benefit of our employees, our products and our community. Uber is proud to be an equal opportunity workplace.

This report—the first published by Uber—shows a mean gender pay gap of 8.9% and a median gender pay gap of 32.8% in 2018. The gender pay gap is defined as the difference in average pay between all men and all women within a company, regardless of position or grade. This pay gap is due to an under-representation of women in higher paid, senior roles. Of the 278 employees who worked at Uber London Limited at the time of this report,

109 were women, with 33% of these in roles of Manager or above. Any pay gap is too big, and we know we have to do better.

At Uber we are committed to increasing the number of women in leadership positions. I'm immensely proud of our team and the work we are doing in this area. For example, across our Europe, Middle East and Africa region, we have launched a sponsorship program for our emerging female talent pool to enable and accelerate their development at Uber. When recruiting candidates for open managerial positions, we use diverse interview panels and gender balanced onsite interviews, and plan to extend this to other positions in 2019.

And we support flexible working, so employees with caregiving responsibilities can choose to work from home or leave the office when needed. In addition, we now offer 18 weeks of paid parental leave for all of our employees.

Closing the gender pay gap and fostering more diverse teams is good for everyone: employees, society and our business. A diverse workforce is often happier and more effective, and we know that more diverse teams, when managed inclusively, lead to better outcomes.

In the four years that I have been at Uber, the company has come a long way—and I look forward to Uber continuing to make even more progress.

I confirm that the data contained in this report is accurate.

Tom Elvidge

Our 2018 Gender Pay Gap Summary

8.9%

Mean pay gap

32.8%

Median pay gap

52.1%

Mean bonus gap

33.9%

Median bonus gap

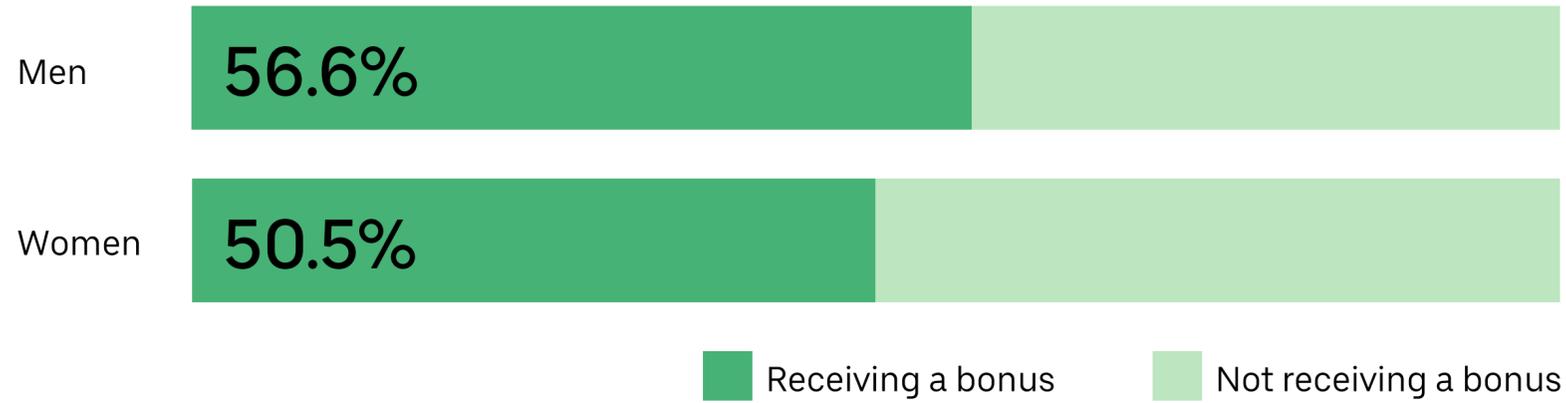
52.9%

Mean cash bonus gap

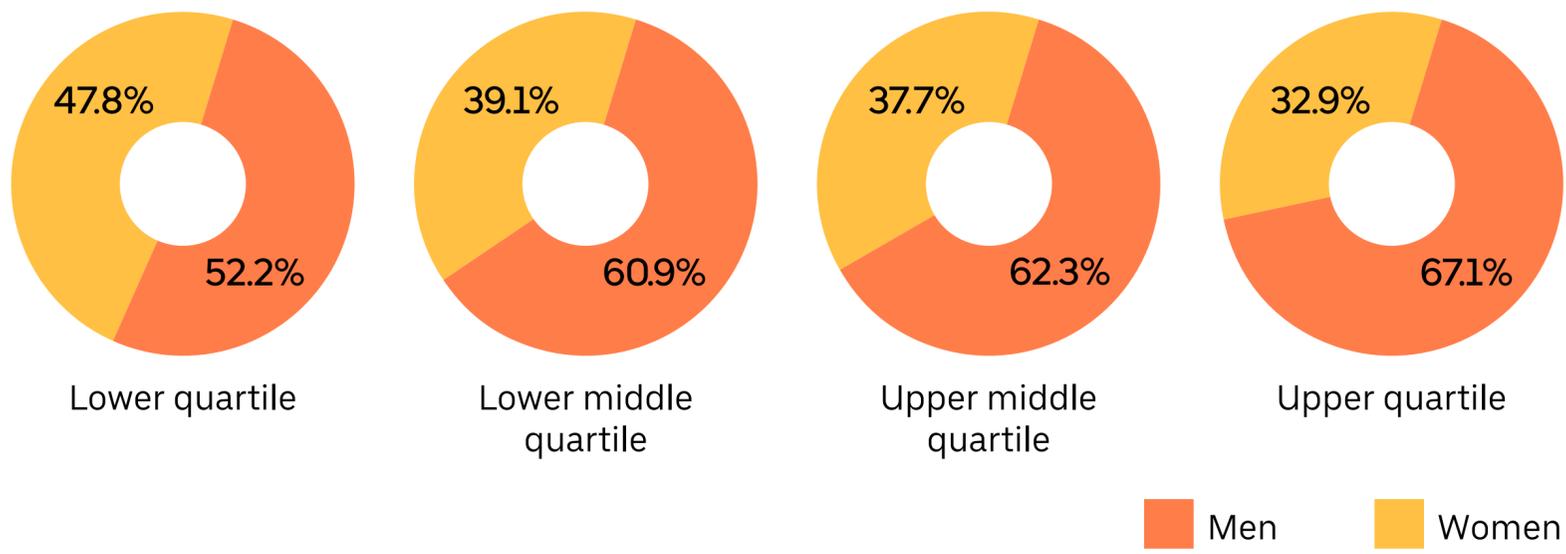
33.9%

Median cash bonus gap

Proportion of Men and Women Earning Bonuses



Pay Quartiles



At Uber we are committed to closing the gender pay gap. Here's what we're doing:

1. Sponsorship Programme for Emerging Female Talent

In 2018, we launched a Sponsorship Programme for emerging female talent across our businesses in EMEA, including the UK. We will continue to expand and scale these efforts in 2019.

2. Diverse hiring process

For all managerial roles, we use diverse interview panels, gender balanced onsite interviews and our recruitment team spends two weeks sourcing and engaging with female talent to build a strong and diverse pipeline. We have plans to extend this in 2019.

3. Flexible working

We want to create the right environment where everyone can thrive. We are expanding our flexible working policies for people with caregiving needs in 2019.

4. Paid parental leave

From January 2019 all Uber employees are entitled to 18 weeks paid parental leave.

5. Employee Resource Groups

Created and operated by employees, our employee resource groups (ERGs) are working on ways to further build and improve our culture across the world. In 2017, our ERGs expanded from around 2,000 members to almost 7,000 members across the company. In the UK we have six active ERG chapters run by employees in the UK, namely, Women of Uber, UberPride, UberHue, UberAble, UberParents and UberImmigrants.

6. Career Progression

We actively consider promotion velocity for females in our organisation across levels by regularly discussing our talent and planning their development. We make promotion eligibility data available and monitor how nominations and promotion decisions impact the gender balance at each level of the organisation.

More information on Uber's approach to Diversity and Inclusion can be found on our [dedicated website](#).