

# UK gender pay gap report 2024

Snapshot date:  
5 April 2024





# Introduction

UK organisations with more than 250 employees are required to disclose gender pay gap information each year. At Trimble we want to be transparent, so the data we share represents all of our UK based employees, irrespective of the size of the business entity they sit within.

## We are required to publish:

- The mean pay gender pay gap
- The median gender pay gap
- The mean bonus gender pay gap
- The proportion of men and women who received bonus pay
- The proportion of men and women in each quartile pay band

The gender pay gap refers to the difference in average pay between men and women, expressed as a percentage of the average earnings. Figures in this report represent a snapshot in time and are accurate as of 5 April 2024.

### UNDERSTANDING THE TERMINOLOGY

#### Mean Pay Gap

The mean pay gap is calculated by deducting the average hourly wage of women from the average hourly wage of men. The difference between the two is expressed as a percentage. This figure places the same value on every hourly salary in our calculation and this gives a good overall indication of the gender pay gap.

#### Median Pay Gap

The median pay gap is the difference between the midpoints in the range of our men and women's hourly earnings. It takes all salaries in the sample, lines them up in order from lowest to highest, and picks the middle salary. This figure helps to indicate the 'typical' situation without distortions from very high or low hourly pay (or bonuses).



# Gender identity at Trimble

The gender pay gap regulations require colleagues to be categorised as men or women. While we recognise that not all colleagues identify within the gender binary, for the purpose of compliance and data transparency, we've adhered to the government advised categories.

## Our employees

UK Trimble employees – 452



## Our pay gap results

Our mean gender pay gap

30%

Our median gender pay gap

27%

Our mean gender bonus gap

59%

Our median gender bonus gap

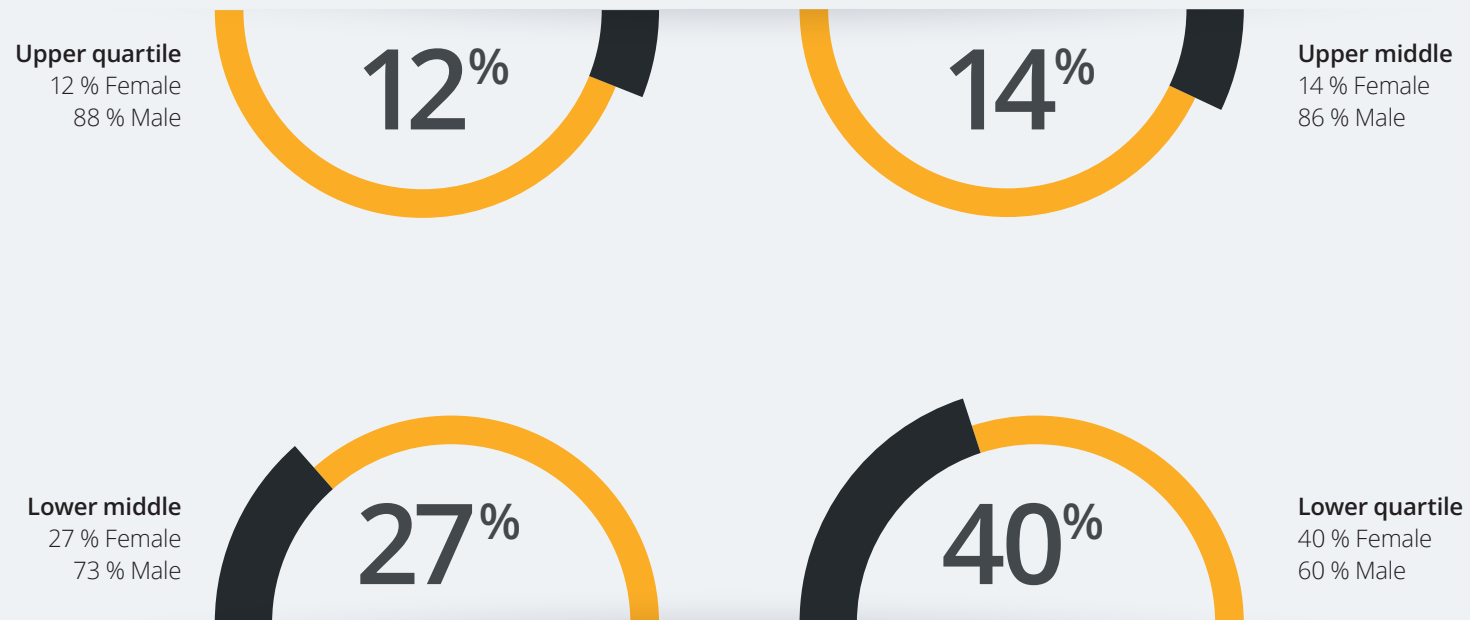
71%

## Proportion of employees receiving a bonus



# Pay quartiles by gender

This graph shows the proportion of men and women in each quartile pay band. A quartile is one of four equally sized groups created when you divide a selection of numbers that are in ascending order into four. The “lower quartile” is the lowest group. The “upper quartile” is the highest group.







# Trimble Values

At Trimble, we're committed to building a culture of belonging where all employees have equitable opportunities to succeed and contribute, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability.

We operate a policy of paying employees equally for the same or equivalent work, regardless of their sex (or anything else listed above).

**We:**

- Carry out regular pay and benefits audits
- Provide equal pay training for managers and employees who are involved in pay reviews
- Evaluate job roles and pay grades to ensure fairness

# Why do we have a pay gap?

We are confident that our gender pay gap is not because we pay men and women differently for the same or equivalent work. Alongside the national tendency towards higher pay for men, the Trimble's UK gender pay gap is largely influenced by industry backgrounds and gender composition.

Over 78% of our UK employees are those who work within our construction software segment. The construction industry has traditionally been male-dominated, with fewer women in technical, leadership, and field-based roles. As a result, fewer women have entered roles within software companies that specialise in construction, creating a smaller pool of female candidates. This also means that we have more men in the most senior roles than women, which significantly affects the overall gender pay ratio.

Furthermore, across the UK economy, men are more likely to be in technical and IT-related roles, which are paid more highly than other roles at similar levels of seniority. This pattern from the UK economy as a whole is reflected in the make-up of our UK organisation.





# Closing our gender pay gap

We are committed to doing everything we can to reduce the gap and in recent years we have made progress. Over the last two years, we have worked toward the goals outlined in our DEI strategy which include:

- **Increasing female representation across the business.** As a result, we directed resources to grow our diverse workforce, where we aim to achieve 35% female representation.
- **Strategic recruiting and hiring in order to increase diverse candidate slates.** We are actively working to attract more women to Trimble and to support their career advancement across the company. We aim to improve gender representation in hiring, advancement, leadership, and technical positions throughout our workforce.
- **Introduction of Trimble Women's Network (TWN).** This includes women and allies who want to make every voice count by creating a workplace of belonging, purpose, advancement, inspiration, opportunities, collaboration, and resources for personal and professional growth.
- **Investment in talent programmes** to optimise internal career growth opportunities for women.
- **Increasing women in STEM.** We also seek out partnerships with educational institutions focused on female empowerment, bringing opportunities specifically to young women pursuing career pathways in science, technology, engineering and math (STEM).
- **Creating an evidence base.** To find any barriers to gender equality and to help us make priorities for action, we introduced a gender monitoring dashboard to understand the number of men and women applying for jobs and being recruited.



# Looking ahead

We continue to work hard to reduce our pay gap through a number of other initiatives targeted at improving our working practices, helping us to recruit and retain people in the fairest way, and encouraging the appointment of women especially to leadership roles.

## **Some key initiatives include:**

- Reviewing our maternity pay offering
- Succession planning for future leaders encouraging better representation of women
- Mentoring programme targeted at increasing the uptake of women
- Action plan focus on attracting, developing, and retaining women in senior leadership

By themselves, none of these initiatives will remove the gender pay gap - and it may be several years before some have any impact at all. In the meantime, every year we will tell you what we're doing to reduce the gender pay gap and the progress that we're making.