

UK Gender Pay Gap Report - 2022

Snapshot date: 5 April 2022

Overview

Stripe's platform is designed to improve access to economic opportunity. We strive to attract talented individuals from all backgrounds, and build teams that create exceptional products for our users.

Stripe Payments UK Limited—which employs all UK Stripes—now meets the headcount threshold for gender pay gap reporting in the UK. The gender pay gap is the difference in the average hourly wage of men and women across the workforce, irrespective of role. This includes basic pay, allowances, overtime and performance related bonuses. The data reported below was taken on the snapshot date of 5 April 2022.

We are reporting a gender pay gap in hourly pay and bonus pay for UK employees, primarily because Stripe employs more men than women in engineering, sales and leadership roles.

Our gender pay gap is not where we want it to be, and we're committed to improving gender equality at Stripe. To achieve this, we're working to increase the gender diversity of all of our teams. We use structured interviews, consistent rubrics, and competency-based approaches to candidate evaluation to limit bias and increase the success of our hiring practices.

We closely monitor our recruiting and compensation practices and systems to ensure they are equitable. We conduct regular parity reviews across compensation, performance, and uplevelling—monitoring and adjusting for fair distribution—and we offer career development programs to support the professional growth of female Stripes.

Fostering an inclusive environment for female Stripes is also important. We provide educational resources—like unconscious bias training for interviewing and performance processes—as well as inclusive leadership education for managers and executives. We have a Stripe community—Equate—that serves as space for female and non-binary Stripes to connect and support one another.

Gender Pay Gap data

1. Percentage of male and female employees in each hourly pay quarter

Quartile	Male	Female
Lower	57.97%	42.03%
Lower Middle	60.87%	39.13%
Upper Middle	65.22%	34.78%
Upper	75.36%	24.64%

2. Gender pay gap in hourly remuneration

Mean	9.71%
Median	12.78%

3. Percentage of male and female employees paid bonuses

Male	91.62%
Female	90.72%

4. Gender pay gap in bonus remuneration

Mean	30.12%
Median	22.15%