



Intuit United Kingdom Gender Pay Gap Report 2022-2023

INTUIT



Introduction

At Intuit, our mission is to power prosperity for all. Diversity, equity, and inclusion (DEI) is core to who we are as a company. Our goal is to foster a workforce that is as diverse as the customers and communities we serve.

We hold ourselves accountable to this commitment by setting aspirational and measurable goals that help ensure individuals from all backgrounds have an equal opportunity to do the best work of their lives at Intuit. To achieve this, we focus on building a strong pipeline of diverse talent, attracting and retaining diverse employees, and then supporting those employees through performance and development programs.

While we develop strategies to achieve these goals, we do not set quotas or make employment decisions based on an individual's identity. Each year, we publish our [Corporate Responsibility Report](#), which includes our progress against these goals. We also share gender and ethnicity data on our public-facing [website](#).

This report shares our gender pay results in the UK as of April 5, 2023, as well as our efforts to continue to close the gender pay gap.

Gender pay gap reporting

In 2017, the UK government introduced gender pay gap reporting for organisations with more than 250 employees to improve wage transparency and close the pay gap between women and men. This is the second year Intuit has reported on this information, sharing specific figures about our UK gender pay gap data.

The data measures pay gaps, if any, between women and men—irrespective of job role, tenure, or performance rating. All mean and median data points provided reflect both total pay and bonus pay. Total pay refers to ordinary pay represented as an hourly rate. Bonus pay is made up of performance incentives and/or commission payments. Mean is defined as the average value of the data. The median is the number in the midpoint of a ranking of pay from lowest to highest. To align with UK government reporting requirements, data in this report uses the gender categories of women and men. Intuit recognizes and respects that gender is not binary.

At Intuit, we maintain a robust global pay equity program in which we regularly review pay differences within similar roles and make pay adjustments to make sure we have no significant pay differences between individuals based on gender alone.

Our UK gender pay results

The mean and median data points provided in this report are based on both total pay and bonus pay, as well as the proportion of women and men in each pay quartile.

The total pay data for this year's reporting period showed:

- The mean total pay gap between women and men decreased in the most recent reporting period, with the data showing a mean gap of 7.4% between women and men, with men earning more. Our mean total pay gap reported for the prior reporting period was 12.8%.
- The median total pay gap between women and men increased in the most recent reporting period, with the data showing a median gap of 7.1% between women and men, with men earning more. Our median total pay gap reported for the prior reporting period was 2.3%. This change was due to the representation of women across the pay quartiles, with a larger proportion of growth in representation in the lower-middle quartile and less representation in the upper-middle quartile.

The bonus pay data for this reporting period showed:

- The percentage of women who received a bonus was 99.1% (a 1.9% increase from the previous reporting period), in comparison to 98.2% of men who received a bonus.
- The mean bonus pay gap between women and men decreased in the most recent reporting period, with the data showing a mean gap of 18.7% between women and men, with men earning more. For the prior reporting period, our mean bonus pay gap was 25%.
- The median bonus pay gap between women and men increased in the most recent reporting period, with the data showing a median gap of 33.6% between women and men, with men earning more. For the prior reporting period, our median bonus pay gap was 23%. As with the median total pay gap, this change was due to the representation of women across the pay quartiles, with a larger proportion of growth in representation in the lower-middle quartile and less representation in the upper-middle quartile.



Intuit UK Total Pay and Bonus Pay Gap*

	Mean**	Median***
Total Pay Gap	7.4% <small>(2022: 12.8%)</small>	7.1% <small>(2022: 2.3%)</small>
Bonus Pay Gap	18.7% <small>(2022: 25.0%)</small>	33.6% <small>(2022: 23.0%)</small>

Intuit UK Gender, Bonus Distribution, and Pay Quartiles

Women Employees	40.9% <small>(2022: 43.3%)</small>	
Employees Receiving a Bonus	Women	99.1% <small>(2022: 97.2%)</small>
	Men	98.2% <small>(2022: 93.5%)</small>

Pay Quartiles

Top Quartile	Women	34.8% <small>(2022: 27.7%)</small>
	Men	65.2% <small>(2022: 72.3%)</small>
Upper-Middle Quartile	Women	40.6% <small>(2022: 53.0%)</small>
	Men	59.4% <small>(2022: 47.0%)</small>
Lower-Middle Quartile	Women	44.9% <small>(2022: 41.5%)</small>
	Men	55.1% <small>(2022: 58.5%)</small>
Lower Quartile	Women	40.6% <small>(2022: 44.6%)</small>
	Men	59.4% <small>(2022: 55.4%)</small>

*Total pay refers to ordinary pay represented as an hourly rate. Bonus pay is made up of performance incentive and/or commission payments.

**Mean is defined as the average value of the data.

***Median is the number in the midpoint of a ranking of pay from lowest to highest.

Driving a strategy to accelerate progress

In addition to removing gender pay gaps, Intuit is committed to a comprehensive DEI strategy, with a focus on building an inclusive environment where all employees can thrive.

Increasing representation

Our commitment to increasing representation of women across our organisation is anchored in building a strong pipeline of women candidates for open roles and creating a more inclusive hiring experience by including at least one woman on each interview panel.

While our overall representation of women declined to 40.9% during this reporting period (a decrease from 43.3% in the previous reporting period), 40% of our hires in engineering have been women, increasing representation from 31.4% to 37.2%.

Creating an inclusive culture

Our commitment to inclusion continues after women join Intuit UK, with a focus on supporting an inclusive culture, including learning, events, and benefits.

Learning and understanding

We offer a broad range of development tools and resources to foster a more inclusive environment. For example:

- Over the past year, we held DEI workshops with our sales leadership team, where we shared our UK representation data and had meaningful discussions about the value of having a diverse set of voices across our business to better reflect our diverse customers.

- We invited our hiring managers and those responsible for assessing candidates to participate in Intuit's "Stronger Together: Unconscious Bias" training. This training helps employees better understand inherent biases and how to address them at work.

Building community through events and programs

Throughout the year, we host events in the UK to build connection among diverse talent and communities to promote intersectionality and allyship. For example:

- As part of Black History Month, our Intuit Women's Network employee resource group partnered with our Intuit African Ancestry Network employee resource group to deliver an inspirational presentation led by two sisters—one a doctor and the other an author of balancing work and motherhood. Together, they discussed issues impacting women such as maternal health and how to flourish in the workplace as a parent.
- The Intuit Women's Network delivered sessions focused on women's health issues such as hormones, pregnancy, menopause, and body image. These sessions were well attended by both women and men, contributing to a more inclusive and empathetic environment.

Industry-leading, inclusive benefits

We are committed to supporting our women employees and their families by offering flexible benefits and resources. For example:

- We offer women employees a range of benefits such as family planning, adoption, and surrogacy assistance; childcare and eldercare resources; and 24/7 access to parenting and pediatric specialists.
- We support a dedicated internal Slack channel for our UK parents. It is a place where women and men can ask questions about their careers and parenting. Representatives from our benefits team are on hand to answer questions about Intuit resources available to working parents. The team also takes away learnings from the channel as they explore potential new employee benefits and services.

Update on previously reported data

As part of our best practice to compare data between reporting periods, we discovered an error in how we tracked our underlying gender data resulting in an error in the gender pay gap data submitted for 2022. We immediately took action by completing a full audit to identify the issue and correct the data. In April 2024, to ensure full transparency, we updated the previously reported data on the [UK government website](#).

By identifying the system error that led to our previous data being incorrect, we are confident we have the correct protocols in place to ensure the accuracy of data moving forward. We continue to be committed to transparently sharing our data as required.





Our commitment

At Intuit UK, we are excited about our future. I am proud of our dedication to increase the representation of women across our organisation and close the gender pay gap. We recognize that the work of pay parity is ongoing.

Our commitment to DEI will guide our work, and we will continue to be transparent about our progress and hold ourselves accountable to increasing gender representation at all levels.

David Marquis

David Marquis
UK Country Manager

Intuit has one legal entity operating in the UK with at least 250 employees. By our signature, we declare the data within this report is accurate and meets the UK requirements of gender pay gap regulations.

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