

# Anaplan UK Gender Pay Gap Report (April 2021)



## Foreword

We're excited to share Anaplan's second Gender Pay Gap report, for the period between April 2020 and April 2021.

As our company continues to grow, we remain dedicated to providing data transparency and tracking our progress in bridging identified gaps. Our leadership team is committed to identifying disparities and has developed a framework of policies and programmes to achieve our action plans.



## Our values



OPENNESS



AUTHENTICITY



INCLUSIVITY



COLLABORATION



CREATIVITY



TENACIOUS

Anaplan is committed to enhancing Inclusion, Equity and Belonging for our workforce, customers, and partners. We believe that collaborative, inclusive teams are the driving force behind our culture of growth and innovation, so much so that we recognise them as part of our competitive advantage.

**INCLUSIVITY** – means welcoming everyone to the table. We recognise that one of the largest contributors to the gender pay gap is lack of representation at senior levels. At Anaplan, we are proud to have a diverse, global executive leadership team that features women in key positions, such as Chief Development Officer, Chief People Officer, and Chief Strategy Officer.

**COLLABORATION** – Anaplan thrives on cross-collaboration between our internal team, customers, and partner ecosystem. We want to leverage our existing success to ensure that we continue to build an equitable culture through enhanced employee development and attraction of new talent.

# The Gender Pay Gap

We recognise that the current reporting regulation is that of a binary gender pay gap, looking exclusively at those who have identified themselves as male or female.

Anaplan is committed to supporting our transgender and non-binary employees and although the current regulations do not make provisions for all gender identities, we want to acknowledge that we are working towards gender equity for all historically underrepresented groups.

## Our results

On 5 April 2021, Anaplan UK employed **468** men and women



**74%**  
Men



**26%**  
Women

### Mean hourly

Men earn **21.9% more** than women



### Mean bonus

Men earn **52.4% more** than women



### Median hourly

The median difference between men and women is **16.8%**



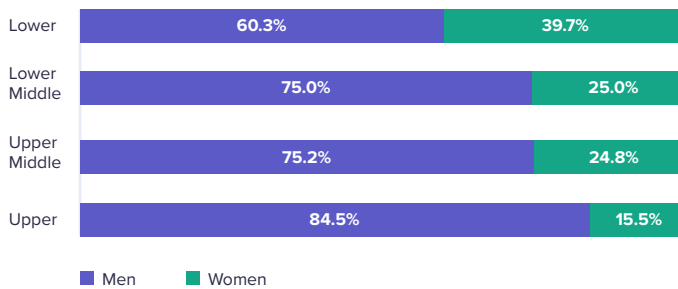
### Median bonus

The median difference between men and women is **44.4%**

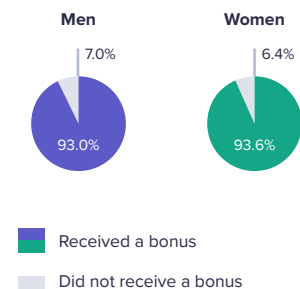


The gender pay gap is the difference between the average earnings of men and women, expressed relative to men's earnings.

### Gender representation by percentage



### Proportion of men and women receiving a bonus



Our second Gender Pay Report results show a gender pay gap of 21.9% of hourly rates, and a bonus pay gap of 52.4%. Our gender pay gap is driven by a predominantly male employee population and with the 2.2% increase in male employees in the highest-paid quartile compared to 2020, it explains the rise in the mean gender pay gap. Our gender bonus gap is driven by those in higher quartiles receiving a higher bonus amount relevant to their scope of role and level within Anaplan. Any new starters at the time when the data was captured would not have received a bonus payment which is why it shows a small percentage not receiving a bonus.

## Action plan and follow up:



### Talent Acquisition

From a recruitment perspective, we have ensured that every job advertisement uses gender-neutral language and includes our clear Diversity and Inclusion Statement. Anaplan seeks to hire the best people who are culture additions and bring their whole self to work. We are continuing to review our best practises for our Talent Acquisition professionals and updating training accordingly. Another way we support this aim is to ensure our interviewer and assessor pool is gender-balanced, wherever possible.

We are continuing to utilise Textio, an augmented writing platform designed to suggest gender-neutral language and generate consistent and inclusive job descriptions into our hiring process. These tools have created a reliable structure that promotes consistency and gender equity.

Anaplan is a participant in Paradigm for Parity, a coalition of CEOs, senior executives, and business academics who are committed to achieving a new norm in the corporate world: one in which all genders have equal power, status, and opportunity. You can read more about our Paradigm for Parity® pledge in an interview with CEO Frank Calderoni here where he shares that we made this pledge because “women and non-binary or non-gender conforming individuals should have a seat at every table and have their voices heard.”

We truly believe actively tackling bias in recruitment is a step towards bridging the gender pay gap.

Anaplan also recognises that the field of technology is historically male-dominated and increasing the number of women entering, and staying, in this sector could address the shortages within the talent pool.



### Talent Development

Last year, we committed to creating career paths and opportunities for women to ascend into senior leadership positions and retain talent at all levels. We have seen a positive increase in the quartiles outlined, with more women ascending into more senior levels. However, as a by-product of our growth, and the natural movement within the job market due to the ‘great attrition’ there is still a clear disproportion of women within each quartile. Particularly in the upper-most quartile with a 2.2% decrease of female employees in this category since last year. We plan to work closely with Managers and the Talent Acquisition team to address the lack of gender diversity within the more senior positions on a global scale and implement structured feedback and support for career progression.



### Inclusion, Equity and Belonging

We have identified key stakeholders integral to the employee lifecycle within Anaplan that have pledged to close the gap over time - their signatures and roles are below. In addition to these existing stakeholders, we recognised that this work requires accountability, commitment, and drive and hired our first Chief Diversity and Inclusion Officer in order to track and support our action plan.

We pledge to continue reviewing and introducing new programmes and policies that encourage representation and participation of women and diverse groups of people at all levels. As a company committed to addressing the gender pay gap, we work closely with our Women’s Interest Network (WIN) ERG implementing the best practise working with our employees and leadership cross-functionally.

We conducted a pilot Culture analysis with our C-suite leadership team, establishing clear principles and behaviours. These results helped guide us to identify and tackle contributing factors to the gender pay gap and continue to build Inclusion, Equity and Belonging into our Culture.

We look forward to continuing the journey toward gender equity and reporting on what we believe to be a pivotal year for Inclusion here at Anaplan.

## Declaration

We confirm that the information and data provided in this report are accurate and in line with mandatory requirements.

**Christopher Baker**, Managing Director EMEA  
**Miranda Lutén**, Senior Director Human Resources EMEA  
**Nadine Pichelot**, VP Finance, EMEA  
**Jack Whyte**, SVP Applications Engineering



## About Anaplan

Anaplan, Inc. (NYSE: PLAN) is a cloud-native enterprise SaaS company helping global enterprises orchestrate business performance. Leaders across industries rely on our platform—powered by our proprietary Hyperblock® technology—to connect teams, systems, and insights from across their organizations to continuously adapt to change, transform how they operate, and reinvent value creation. Based in San Francisco, Anaplan has over 20 offices globally, 175 partners and approximately 1,900 customers worldwide.

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