



Indeed UK

2026

**Indeed UK:
Gender Pay Gap Report**

Foreword

Foreword by Simon Fowler, Senior Director, Client Success at Indeed UK

At Indeed, inclusion and belonging are integral to our mission.

Our mission to help all people get jobs guides everything we do. Achieving that mission starts with how we build, support, and develop our own teams. As we continue to navigate an evolving market, we remain committed to creating a workplace where everyone has the opportunity to grow and succeed. Addressing the gender pay gap is a key part of this effort.

UK organisations with 250 or more employees are required to report their gender pay gap information, in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Applying the methodology set out under the Regulations, Indeed UK's gender pay gap was 9.84% (mean) and 9.97% (median), as of the snapshot reporting date in 2025. The primary cause of Indeed's gender pay gap in the UK is that more men than women hold the highest job levels and roles that offer the highest bonuses or commissions, such as Sales.

We remain committed to addressing pay disparities across all levels of our organisation and providing transparency as we do so. We are focused on delivering meaningful, sustained progress and will continue to evaluate and strengthen our actions to drive lasting impact.

Throughout this report you will see binary and non-binary language, including the term underrepresented gender class (URG). Underrepresented gender class or URG includes cis women, trans women, trans men, non-binary people, and those who are otherwise marginalised. In the context of Indeed's efforts to achieve gender parity, URG is used to reference genders that are under-indexed and/or underrepresented in tech and at Indeed. The Regulations for England, Wales and Scotland require reporting in binary terms, which is reflected in our reporting. Indeed's UK employee base also self-identifies as binary male, female or gender neutral.

What is the Gender Pay Gap? How does it differ from Equal Pay?

What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the average pay men and women earn across an organisation. The Gender Pay Gap is primarily influenced by the representation of men and women across all role types and levels in an organisation. The Gender Pay Gap is not the same as pay equity. Pay equity refers to men and women receiving equal pay for doing the same or similar jobs, which is a legal requirement. The presence of a gender pay gap within an organisation is not necessarily an indicator of equal pay issues, but rather, tends to relate to gender representation across an organisation.

Our Gender Pay Gap

Under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, we are required to publish Gender Pay Gap metrics for Indeed UK's workforce of 288 using a snapshot date of 5 April 2025. An explanation of the required gender pay gap metrics can be found in the next section.

Our Pay Equity

We continue to take intentional steps to drive gender pay equity – which means equal pay for equal work for those in the same or “like” roles – globally across our team, and our efforts have achieved strong results across base pay.

Disclosure of Gender Pay Gap Data

Our Gender Pay Gap metrics

Explanation: Mean Gender Pay Gap	The difference between the mean (average) hourly rate of pay for female colleagues compared with the mean (average) hourly rate of pay for male colleagues
Mean Gender Pay Gap	9.84%
Explanation: Median Gender Pay Gap	Calculating the median Gender Pay Gap requires identifying the female colleague who sits in the middle of the female workforce in terms of hourly pay and comparing this with the male colleague who sits in the middle of the male workforce
Median Gender Pay Gap	9.97%

Our Bonus Pay Gap figures

Explanation: Mean Bonus Pay Gap	The difference between the mean (average) bonus of pay in previous 12 months for female colleagues compared with the mean (average) bonus of pay in previous 12 months for male colleagues
Mean Bonus Pay Gap	12.56%
Explanation: Median Bonus Pay Gap	Calculating the median Gender Pay Gap requires identifying the female colleague who sits in the middle of the female workforce in terms of bonus pay for the previous 12 months, and comparing this with the male colleague who sits in the middle of the male workforce
Median Bonus Pay Gap	9.72%
% of males receiving a bonus	98.98%
% of females receiving a bonus	96.74%

Pay Quartiles:

The proportion of male and female colleagues within each pay quartile by reference to their hourly pay. There are four pay quartiles: lower, lower middle, upper middle, and upper. The quartiles are calculated by ranking hourly pay for each colleague from highest to lowest. The ranking is then divided into four equal quartiles and the proportion of male and female colleagues in each quartile is determined.

Pay Quartile	Male	Female
Upper quartile (% male/female employees)	67.6%	32.4%
Upper middle quartile (% male/female employees)	76.1%	23.9%
Lower middle quartile (% male/female employees)	70.4%	29.6%
Lower quartile (% male/female employees)	60.6%	39.4%

Actions to close the Gap

Inclusion & Belonging Business Standards

Indeed's Inclusion & Belonging Value (as outlined in Indeed's Value Statement)

"We focus on cultivating a sense of belonging and an environment where everyone can thrive. We believe diversity of background, experience and thought leads to a better workplace, better decision-making and more innovation. The more our teams represent the world around us, the better we are at helping people get jobs."

Talent Management & Enablement

In 2026, we will launch efforts to evolve our talent management approach to reduce friction, increase consistency, and improve equity and fairness in how we evaluate, map, and develop talent. This will be supported by advances in our Learning ecosystem, which will enable employees at all levels to have better control of their development journeys and increased equitable access to tailored upskilling, coaching, and executive sponsorship.

Global Performance Enablement Process

Indeed continues to review its performance enablement and compensation processes to support fair and consistent outcomes.

Following an internal pilot in the first half of the year, we are implementing updates to our Performance Enablement process to strengthen consistency and transparency in performance evaluation and related compensation decisions. Enhancements include a single overall performance rating, a clearer seven-point rating scale, and peer-calibrated reviews to promote consistent evaluation standards. Company-wide distribution guidance, skip-level oversight, and integrated promotions provide additional governance to support fair and objective outcomes. In addition, formula-based bonus structures further reinforce the link between performance and pay. Together, these measures are intended to improve consistency in performance assessments and support ongoing monitoring of compensation outcomes across the organization.

Revamped Job Architecture Framework

In 2026, Indeed is introducing a revamped job architecture framework. The new job architecture ensures consistent job families, job leveling, and competencies which create aligned accountability across roles. The new framework also promotes fairness and transparency by ensuring pay and progression are anchored to market data and aligned to role value; removing ambiguity and bias. Standardized career paths, enable mobility and succession planning and support objective performance calibration.

Working Toward Gender Equality

Gender equality is one of our top priorities. We currently produce annual Gender Pay Gap reports in France, Ireland, Japan, and the United Kingdom.

In Europe, we are also preparing for the rollout of the EU Pay Transparency Directive that will be transposed into national law in EU member states by June 7, 2026. The EU directive is designed to enforce "equal pay for equal work and work of equal value" and close the gender pay gap by increasing pay transparency and accountability. Indeed is committed to ensuring full compliance and implementation of this new directive.



Spotlight on IBRGs: Women at Indeed, EMEA chapter

One of our dedicated Inclusion Business Resource Groups, Women at Indeed, champions a culture of inclusion and intersectionality by providing a platform for advocacy, development and support for women and underrepresented genders at Indeed. The goal of Women at Indeed is for Indeed to model equity for all genders, through culture, opportunity, representation and product offerings.

Gender Pay Gap reporting is one of several vital mechanisms that helps us live up to our value of Inclusion and Belonging. We are constantly learning and evolving.



As mandated by the UK Regulations, we hereby confirm that the gender pay gap figures presented for Indeed accurately reflect the data collected and analysed in accordance with the statutory requirements.

Simon Fowler

Senior Director, Client Success at Indeed UK

**Indeed UK Operations Ltd., Ground Floor, 20 Farringdon Road, London, EC1M 3HE,
United Kingdom**