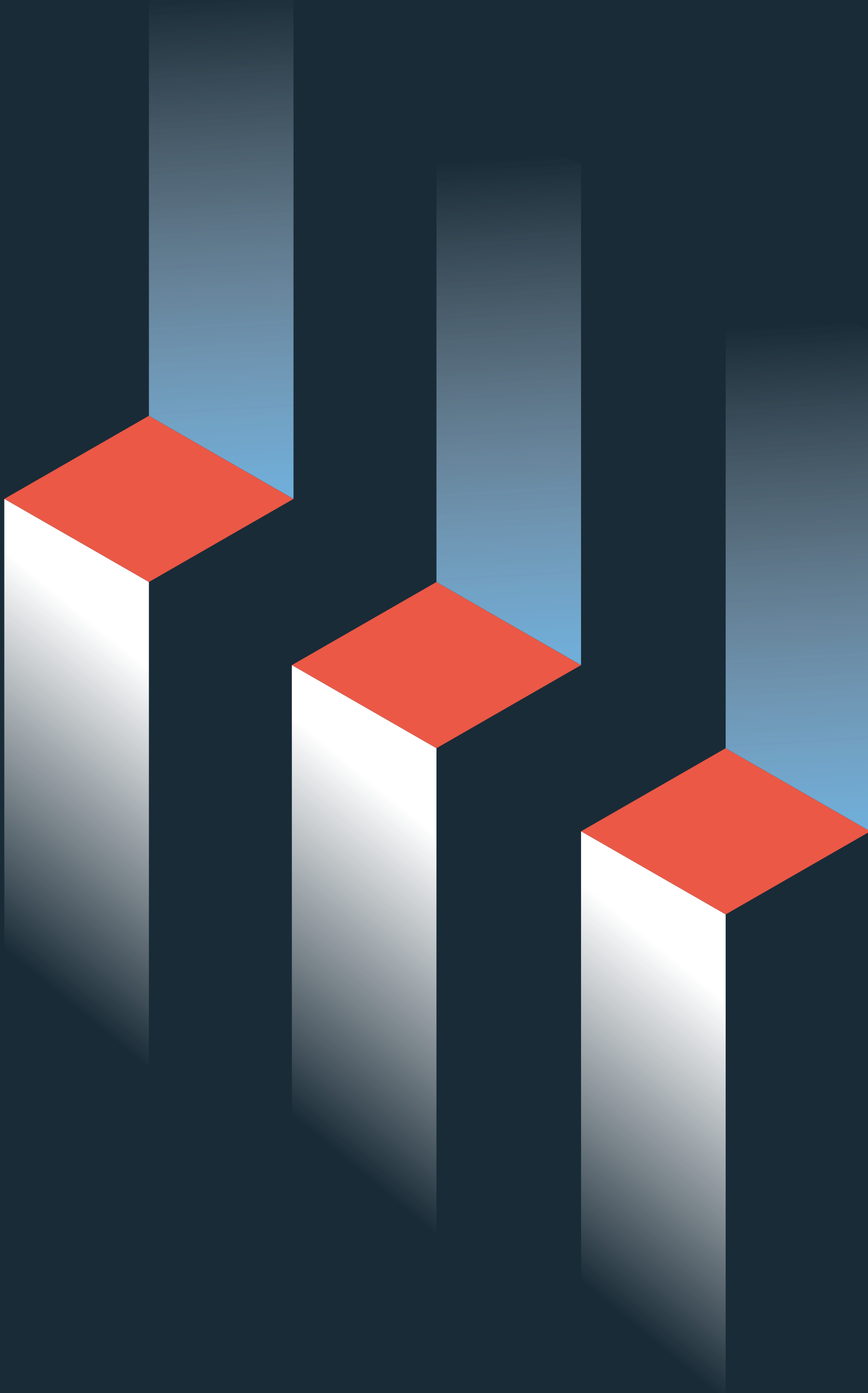


# Endava Gender Pay Gap Report

Published 4 April 2026



# Introduction

Endava is committed to building an inclusive workplace where all employees have equal opportunities to join, develop and succeed. As part of our commitment to transparency, and in line with UK regulatory requirements, we publish our annual UK Gender Pay Gap report.

The salary data for this report is drawn from our UK workforce as at the snapshot date of 5th April 2025. For bonus pay, the report covers the period from 6 April 2024 to 5 April 2025. This report shares our gender pay gap data and outlines the actions we are taking to improve gender balance across all levels of Endava.

**UK regulations require us to report on six metrics across four categories:**

- The mean and median hourly pay gap
- The mean and median bonus gap
- The percentage of men/women receiving a bonus
- Gender distribution across pay quartiles (four tiers of pay across the range of salaries)

I confirm that the information contained within this report is accurate.

**Rohit Bhoothalingam**

Group General Counsel and Director, Endava (UK) Limited



# Our gender pay gap | Key metrics

## Mean gender pay gap

21.6%

Hourly Pay Gap

25.9%

Bonus Pay Gap

## Median gender pay gap

17.1%

Hourly Pay Gap

-1.5%

Bonus Pay Gap

## Proportion of males/females who received a bonus payout

12.7%

male

11.8%

female

## Gender representation across pay quartiles



male ● female

### Notes:

The **mean gender pay gap values** show the difference between the average earnings of males and females across the organisation.

The **median gender pay gap** shows the difference between the midpoints in the ranges of earnings of males and females when all employees are ranked by pay.

**Quartiles** are calculated by ranking the pay for each employee from lowest to highest. This list is then divided into four equal sized groups of men and women. The above shows the percentage of men and women in each of these groups.

# Understanding our pay gap

It is important to note that the gender pay gap is not the same as equal pay. Endava is confident in its approach to equal pay, ensuring men and women are paid equally for performing the same or similar roles.

Our gender pay gap is primarily driven by uneven gender representation across different levels of the organisation, particularly lower female representation in senior and higher-paying roles – as reflected in the upper quartile, where women represent 14%.

The difference between our mean (21.6%) and median (17.1%) gaps indicates that pay disparity is more pronounced at the upper end of the organisation, where higher earners are disproportionately male.

The results clearly show gaps which need to be addressed. The business sector in which Endava operates has a legacy challenge of recruiting, supporting and retaining female employees with the technical skills, qualifications and experience to progress to management level plus positions. Endava is addressing this through industry best practices across our recruitment, training and career progression support.

## Bonus gap context

For bonus pay, regulations require us to report on the period from 6 April 2024 to 5 April 2025. During this time, no bonuses were paid. However, commission is considered a subset of the bonus category, so the data reported here refers entirely to commission payments. These are only applicable to certain roles and grades within specific business groups.

Our mean bonus gap of 25.9% reflects differences in commission outcomes at senior levels, where commission values tend to be higher and male representation is stronger.

However, our median bonus gap of -1.5% indicates that at the midpoint, commission outcomes between men and women are broadly comparable, and slightly favour women.

Additionally, the proportion of employees receiving commission is relatively balanced (12.7% men vs 11.8% women), suggesting that access to commission is broadly equitable.

# Actions we are taking

We recognise that improving gender balance requires sustained and focused action. Our priorities include:

- Strengthening female representation in senior hiring and leadership roles
- Enhancing succession planning and leadership pipelines
- Monitoring promotion and progression rates by gender
- Continuing to review reward and bonus outcomes for fairness
- Expanding mentoring, sponsorship, and development programmes for women
- Supporting flexible working and inclusive career pathways

# Our commitment

We are committed to making meaningful progress to address the imbalances in gender representation across the business. Endava wants to gain the benefits of having more women working at all levels of the organisation, as well as playing its part in driving better gender balance in the UK tech sector.

We will continue to track and publish our data, take targeted action, and hold our leadership accountable for improving gender balance across all levels of the organisation.

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