

Yelp's UK Gender Pay Gap Report 2022

Yelp is committed to fostering a diverse, equal, and inclusive work environment where all employees can make a difference, be seen as a whole person, and can grow. Just as the Yelp platform is for everyone, so is our workplace. We believe in nurturing a global employee community that provides pay equity, opportunities for career advancement, and moments for employees to create deeper connections with their peers.

In 2022 Yelp met the headcount threshold of 250 employees and therefore has submitted our first [UK Gender Pay Gap](#) report based on the criteria established by the UK government. Yelp's 2022 UK Gender Pay Gap report covers our UK population as of April 5, 2022, consisting of 270 employees (209 men, 61 women). Though this is the first year that we are required to publish the Gender Pay Gap Report based on the size of our UK employee population, we've long been focused on pay equity within our organization and regularly review our pay practices. It is important to note that the required UK gender pay gap analysis only measures the average difference of pay between men and women - regardless of role. This significantly differs from equal pay and how we review pay equity more broadly, which takes into account multiple factors such as role and responsibilities, seniority, relevant experience, and performance.

Gender Identification

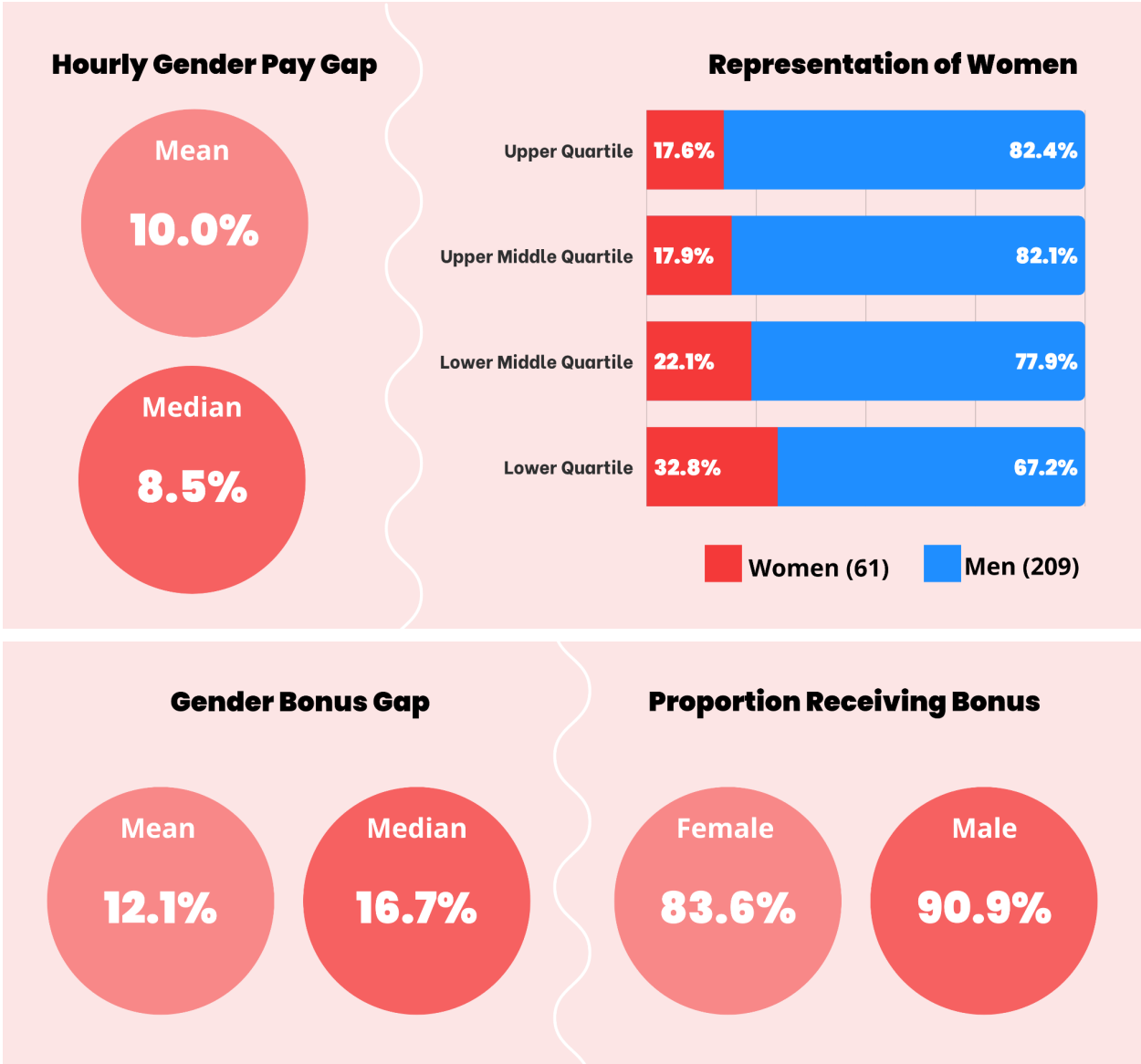
This report is aligned with the current requirements for gender pay gap reporting as described in the Equality Act 2010. Unfortunately, this act requires gender to be reported in a binary way, displayed as only men and women. Yelp is committed to supporting, and recognizes the contributions of, employees who do not identify as either of these binary categories. Yelp is aware that some employee's gender identity may be different from the sex they were assigned at birth. The data Yelp is required to use for these calculations comes from right to work documentation, which would normally be either a passport or birth certificate. Yelp acknowledges this does not provide an accurate record for those who do not identify as a man nor a woman.

Hourly Pay and Bonus Gap Data

The vast majority (94%) of Yelp's UK employee population works in our Engineering or Product organizations. Yelp believes that it pays appropriately for the role an employee occupies, regardless of gender. However, market wages are typically higher for technical Engineering and Product roles.

Within our UK Engineering and Product organizations, 81% of our employees are men. The information in the chart below reflects that there are more men in higher level or management level roles than women. However, in analyzing management level roles by gender, a higher percentage of women employees (9.8%) occupy management roles than men (8.1%). That said, after reviewing the data, representation of women in Engineering and Product roles is a core reason behind the median and mean gaps for both hourly pay and bonus. This concern is not unique to Yelp; there is generally less representation of women in engineering and the Technology industry. However, Yelp has taken significant steps to identify and attract talent

across the full spectrum of genders and backgrounds, including women. Please visit our [Yelp Blog](#) and [Yelp Engineering Blog](#) to learn more about our efforts.



Per UK requirements, the hourly pay gap data is reported as of April 5, 2022 and gender is reflective of right to work documentation. The bonus gap data covers any bonuses an employee received in the 12 months prior to April 5, 2022. This includes bonuses that are a part of our annual compensation scheme, as well as one-time bonuses, such as sign-on, referral, and relocation payments.

Our Commitment to Equity For All

At Yelp, we believe people deserve equal access to programs that support the well-being of our employees and their families, and this belief extends to equity in pay. We are committed to compensating all individuals equally for performing the same or similar jobs, and we believe that all employees should have equal opportunities to succeed and advance at work. Our [Diversity, Inclusion and Belonging](#) initiatives are at the forefront of our culture and are used to champion authenticity and amplify underrepresented voices. These initiatives include:

- Our Culture team facilitates monthly workshops with leaders across the organization to create fluency around topics such as diversity in hiring, mental health, sponsorship, bias, and intersectionality to promote inclusion and belonging.
- In 2021 we instituted Diversity Task Forces. These executive-led work groups support leadership buy-in, and maintain accountability for sponsorship programs, which break down barriers that prevent underrepresented groups from thriving.
- Yelp's Technical Talent teams partner closely with the hiring managers on our Engineering and Product teams to ensure we're reducing bias and hiring diverse employees through structured interview and promotion practices that improve equity.
- In 2022, we partnered with organizations to attract underrepresented talent, including [WomenHack](#), [WonderWomenTech](#), [Hispanotech](#), [WomenTech Global Conference](#), [Athena Hackathon](#), [Coding Black Females](#), [Black is Tech](#), [Grace Hopper Conference](#), [BPTN BFTUR Summit](#), [Inclusive Tech](#), and [PowerToFly](#).
- Belonging starts with community. At Yelp, many of our employees find their community through one of our 20+ voluntary, employee-led Yelp Employee Resource Groups. These groups give employees with shared social identities, characteristics or life experiences the chance to network, learn and grow together, independent of their professional roles.
- Yelp has expanded job qualifications wherever possible to include work experience equivalent to a four-year university degree.

Ensuring gender equality is something that Yelp takes seriously. We continue to drive forward diversity initiatives and look forward to providing updates as this work progresses.

We confirm that the information and data provided in this report is accurate and in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations.



Edward Jajeh
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