



UK Gender Pay Gap Report 2023

Smartsheet 2023 UK Gender Pay Gap Report

The success of Smartsheet as a business relies on our workforce, and we strive for it to mirror the diversity of our team, customers, and communities we serve.

We must comprehend, assess and monitor pertinent factors to determine and implement effective strategies to diminish - and ultimately eradicate - pay disparities.

The figures published this year, our first year of publication, shows that whilst there is a pay disparity, there is a path to achieving pay equality. We remain dedicated to enhancing the diversity and inclusivity of our workforce, committing to ongoing progress.



Jolene Marshall, Chief Legal Officer & Interim Chief People Officer

I confirm the gender pay gap data and narrative contained in this report is accurate.



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At Smartsheet we strive to create a culture of belonging that is rooted in respect and opportunity for all people. We believe that by celebrating diversity of voices and experiences, and fostering equity for our team, customers, and communities, we enable people to do and be their best.

In accordance with UK government requirements, Smartsheet has published results from our 2023 gender pay gap report, including the average differences in pay between men and women, as well as differences in bonus pay. In addition to this required reporting, we run an annual in-house regression analysis to identify base pay gaps across both gender and ethnicity.

This analysis accounts for variables related to demographics (e.g., age), as well as job (e.g., function, management level, experience level, etc.). This allows us to understand whether or not individuals are paid fairly (base pay) for conducting the same type of work. For four consecutive years running this analysis, we have detected no significant differences in base pay by either gender or ethnicity.

Larger differences exist within our bonus pay, which is inclusive of our company bonus, quarterly bonus, commission plans, and grants of restricted stock units ("RSUs"). The gaps that we see in this space reflect the relative gender representation that we see across senior leadership and functional (e.g., sales, engineering) roles. We are committed to addressing this gap by improving representation in identified areas through efforts in hiring, promoting, and retaining talent – both within the UK and globally.



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We understand the importance of addressing these gaps and are committed to fostering a truly equitable workplace at Smartsheet.

Here's how we are taking action:



Representation Goals

Establishing global goals to increase representation of Women & Gender Minorities within the current fiscal year, and ensuring accountability by sharing quarterly updates to the full company.



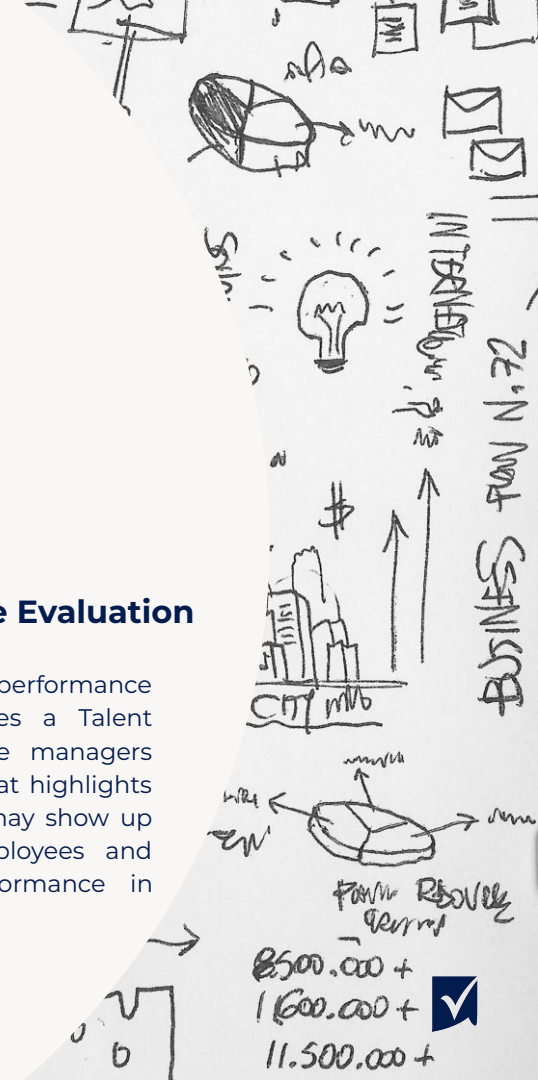
Hiring, Promotion, Retention

Creating annual goals for gender equity within hires, promotions, and retention, and building tools for senior leadership to continuously monitor for disparity.



Fair Performance Evaluation

Enacting a pay-for-performance structure that includes a Talent Review process where managers complete a training that highlights potential biases that may show up when evaluating employees and discussing their performance in calibration sessions.



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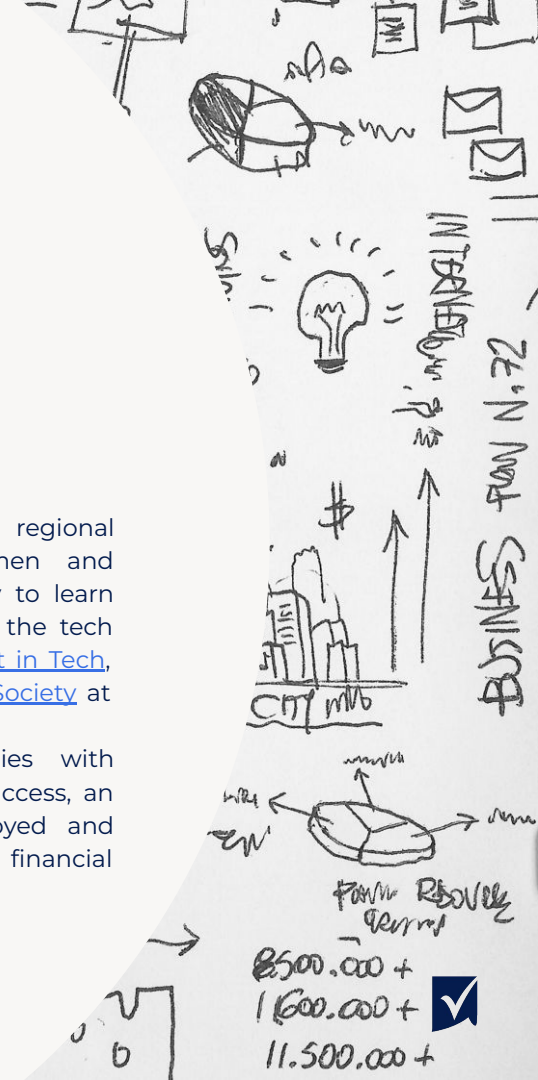
Investing in Women & Gender Minorities

Internally

- Offering equitable access to professional development resources, including mentoring, through [Fuel50](#), which is a talent development platform. Professional development supports advocacy of women and gender minorities in the workplace by accessing tools that allow women and gender minorities to develop skills for advancement and self-advocacy.
- Developing an inclusive Emerging Leadership Program that fosters the fundamentals of leadership among individual contributors, with 59% of participants identifying as women or a gender minority.

Externally

- Partnering with global and regional organisations that provide women and gender minorities the opportunity to learn technical and networking skills in the tech space, such as [Code First Girls](#), [Out in Tech](#), [Women Who Code](#), and [Hoppers Society](#) at the University of Edinburgh.
- Organising volunteer opportunities with organisations such as Dress for Success, an organisation that helps unemployed and underemployed women to achieve financial independence.



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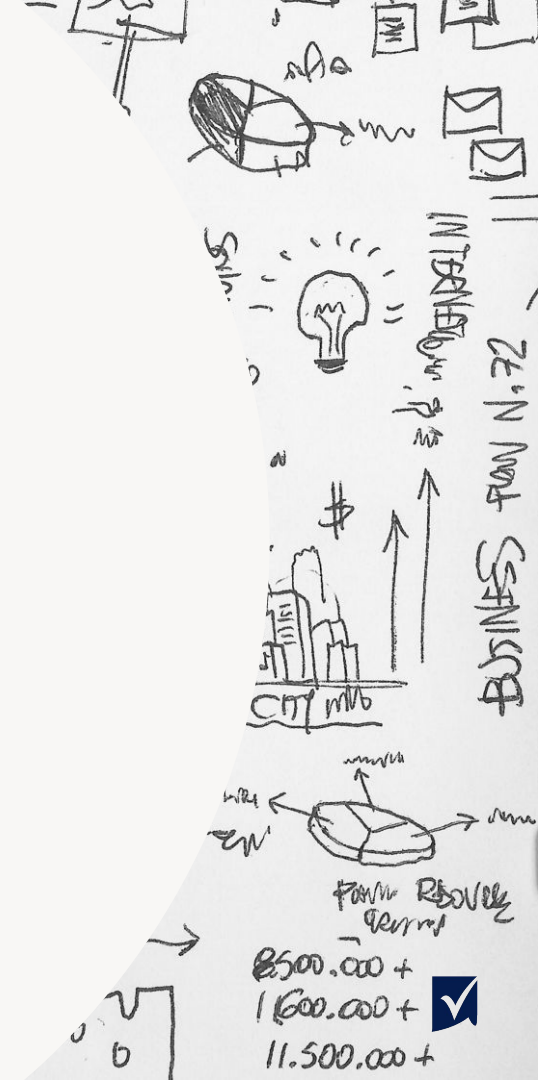
Employee Resource Groups (“ERGs”)

Maintaining ERGs and a Global DEI Committee dedicated to supporting diverse and inclusive workplace experiences, including hosting leadership mentorship activities aimed toward promoting women into leadership roles.



DEI Education

Releasing curated DEI educational resources specific to building allyship for women and gender minorities, and helping to embed DEI more deeply into our organisation.



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Smartsheet is committed to pursuing progress in equity, not only as it relates to pay, but throughout the overall employee experience. Core to our values is prioritising “we” before “me,” and through our collective efforts, we believe that we will continue to make progress in achieving a culture where employees can perform at their best and be fairly recognised for the contributions they make to the business.



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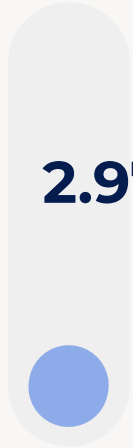
Report analysis



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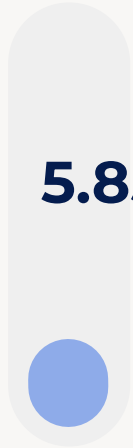
Gender Pay Gap

2.97%



Mean Gap

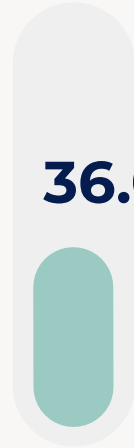
5.85%



Median Gap

Gender Bonus Pay Gap

36.09%



Mean Gap

27.97%

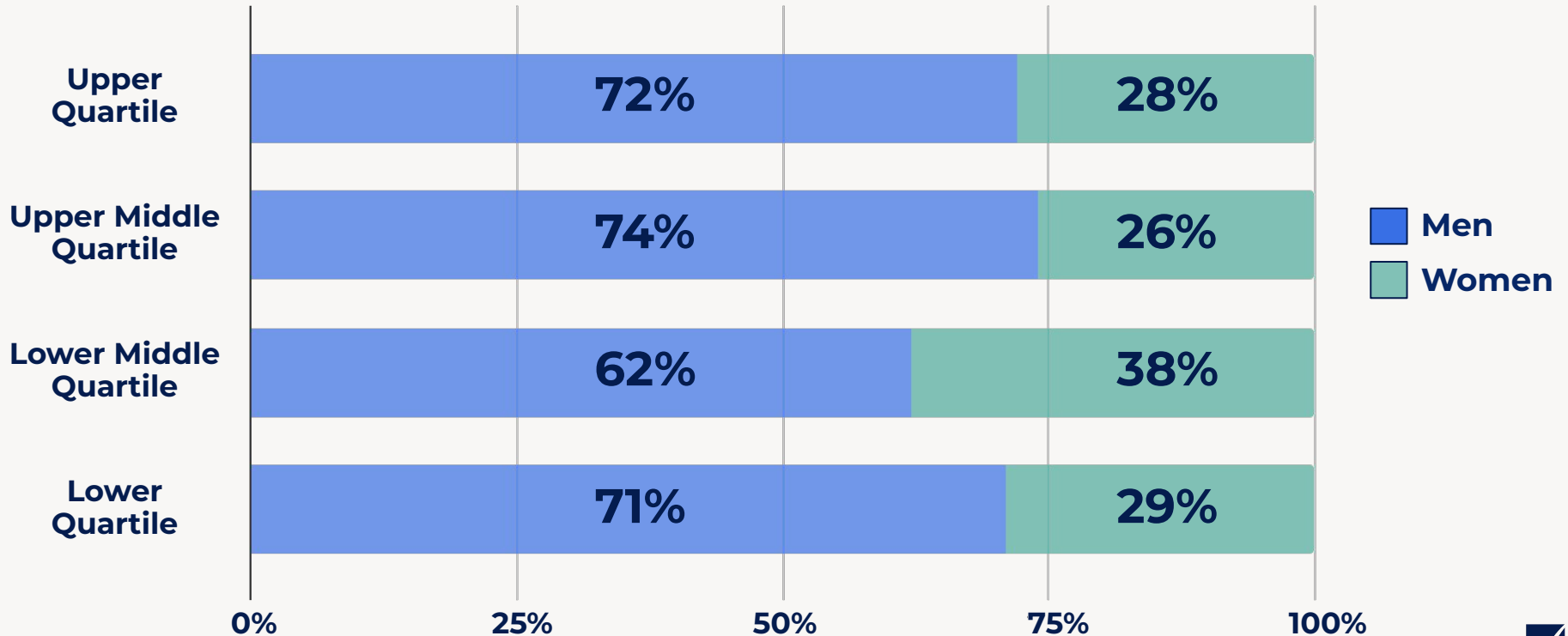


Median Gap



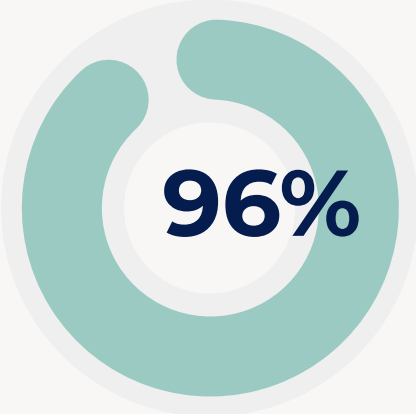
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Proportion of Men & Women in Pay Quartile

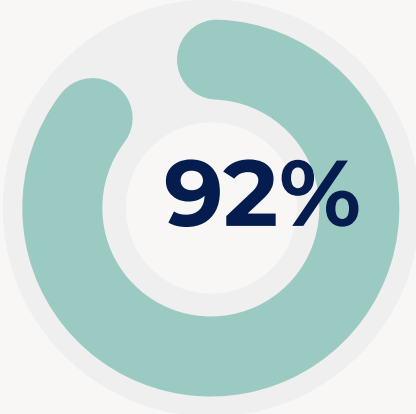


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% Receiving Bonus



Men



Women



