



Google UK: Binary Gender Pay Gap Report 2025/26

Google's mission is to organise the world's information and make it universally accessible and useful. Google UK currently employs approximately 7,700 people, and while we are all from different backgrounds, we all share this same mission.

At Google UK, we build sustainable, impactful, and responsible technology that empowers people to reach their goals, whether large or small. Through platforms like YouTube, Search, and Google Cloud, users leverage AI and digital innovations to foster connections, gain new skills, enhance productivity, and minimize their environmental impact. We believe technology works best when everyone has a chance to help create and shape it, and when the makeup of our workforce reflects the world around us.

We remain deeply committed to fostering an environment where every individual can flourish, excel, and access fair advancement opportunities. To this end, we implement extensive initiatives aimed at recruiting a workforce that mirrors our global user base. By providing exceptional onboarding, professional growth, and internal career mobility, we strive to ensure that every Googler feels respected, included, and empowered to reach their full potential.

This work, alongside our focus on consistent hiring practices and pay integrity, has helped drive an overall long-term downward trend in our gender pay gap data over the past few years. While we are reassured by our progress in narrowing the binary gender pay gap at Google UK over the past several years, we remain committed to continuing our efforts to ultimately close the gap.

Compensation at Google

Creating a work environment where everyone can succeed and do their best work is critical to everything we do at Google, and that extends to our pay processes. Compensation, performance ratings and promotions are based on what and how employees perform.

When we calculate employee pay, our teams consider variables such as the market rate for individual roles, their level within the company and their performance rating. While our systems are designed to be consistent, and enable employees to succeed, audits are also run to identify any significant differences between employees who are doing the same job at the same level. These audits take into account factors that impact pay, like performance. Where we see differences, we take action before employees' compensation goes into effect. This helps us to prevent pay disparity, and ensure that remuneration packages accurately reflect the individual efforts of every Google employee.



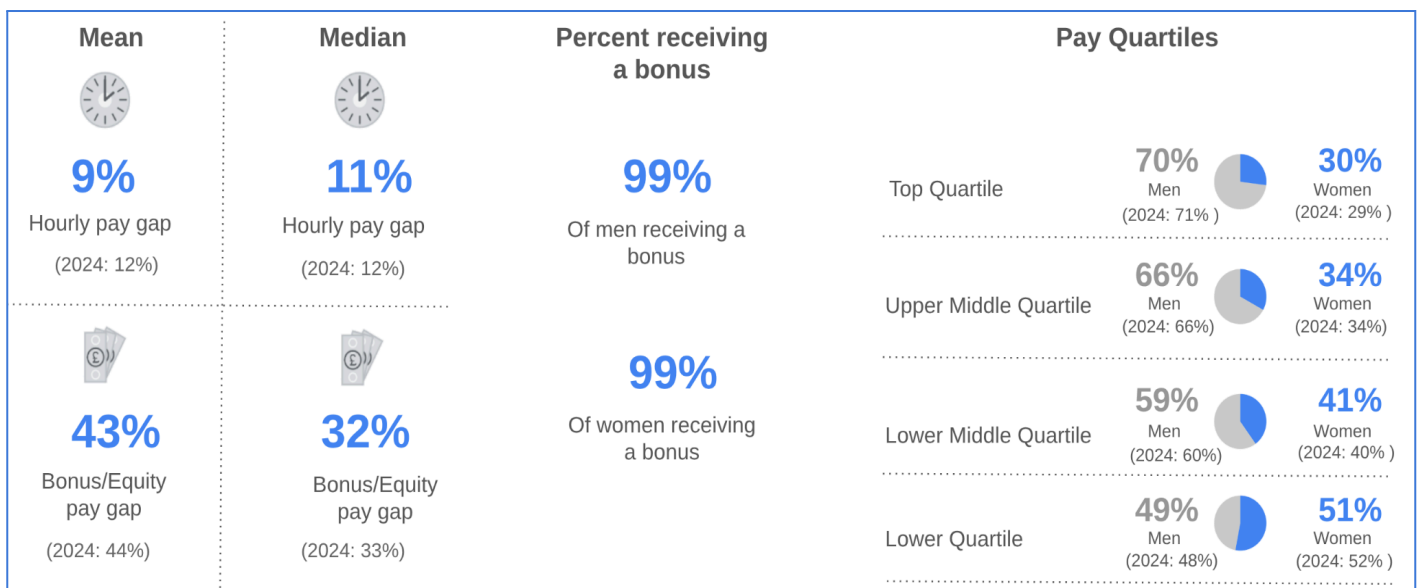
UK Binary Gender Pay Gap Reporting

The UK Government requires organisations with 250 or more employees to publish and report specific figures about their gender pay gap. The binary gender pay gap is the difference between the average earnings of those that identify as men and those that identify as women, expressed relative to men's earnings. We recognise that by focusing exclusively on employees that identify as men or women, the binary gender pay gap report is unable to include all of our employees at Google. It's important to be clear that the binary gender pay gap – the difference between men and women's average pay – is not the same as equal pay, meaning the same pay for work of equal value. Transparency, accountability and consistency continue to be top priorities for us.

In accordance with the UK Binary Gender Pay Gap Reporting Regulations, we are sharing our **April 2024 - April 2025** figures.

In the UK, our **mean gender hourly pay gap is 9%** (down from 12% last year which is a 3% decrease on the previous year) and the **median gender hourly pay gap is 11%** (down from 12% last year). This annual reduction in hourly pay gap is consistent with the long term trend we have seen over the last few years and we are committed to closing the gap in the long term.

The chart below shows the proportion of men and women Googlers in each pay quartile, with the proportion of women in the top and upper middle pay quartiles continuing to increase over time, and the proportion of women in the lower quartile continuing to decrease. While an equal percentage of men and women receive a bonus, there is a 43% mean and 32% median difference in bonus and equity pay in favour of men.





The percentage gaps we see in the UK continue to be driven by a lack of representation of women in senior leadership and engineering/technical roles. We have more men than women in these roles – and they are paid more, based on the market rates for those roles. Whilst the mean and median hourly pay gaps continue to decrease, there is more to do to address this challenge across the technology sector.

We see the same picture in our bonus pay gap. Even though all employees have the same opportunity to earn a bonus and equity, compensation at Google is highly incentivised and based on pay-for-performance. As colleagues become more senior and move into leadership positions, all forms of pay increase – base, bonus and equity. Typically, engineers and those in technical roles receive more equity than colleagues in non-tech roles due to the competitive market for their expertise.

Industry Collaboration and Outreach

A concerted industry level effort is required to ensure more pathways into technology fields for women in the UK, we acknowledge that Google cannot solve this alone. We initiate a diverse range of programs and partnerships, such as;

- Google's Student Talent Outreach team has maintained a strategic partnership with The Bright Network for the past two years. Our collaboration focuses on their flagship Women in Technology, Engineering & Consulting (TEC) event, which connects the nation's brightest female students with leading technology employers. Through our active participation in these events, both in-person and virtually, we help to demystify careers in the UK's tech sector and showcase clear pathways to success at Google for the next generation of female leaders.
- We've also developed relationships and strategic partnerships with organisations such as [Codebar](#), to connect with future candidates from underrepresented groups, provide coaching and develop skill sets to unlock futures within the technology sector.
- The Google London [AI Campus](#) launched in partnership with Camden Council, is an educational hub that provides AI literacy mentoring and digital skills to local sixth form students (years 7-13) as well as local teachers.
- Google partners with the Girlguides to provide girls, aged 7-9, with unique technology experiences like coding a LEGO bus, teaching Sphero robots to dance, and the opportunity to meet female role-models in STEM.



This aligns with our UK Engagement Strategy by providing Googlers with meaningful opportunities to give back to the local community, supporting their career development beyond traditional internal offerings, and empowering them to bring Google's mission to life in tangible ways. It also enables Googlers to help build a long-term link between industry and education, preparing pupils for the future and bringing technology directly into our education system.

Career Growth, Development and Support

From the start of their journey at Google, we support the Noogler (new Googler) community through events designed to foster networking, sponsorship, and deep integration into our culture. As Googlers progress in their careers, we apply a consistent and thorough methodology for performance reviews, promotions, and career advancement to ensure fair experiences and results for everyone.

At Google, we are dedicated to cultivating an environment where every employee has the opportunity to excel. To support this, we provide all Googlers with comprehensive career development and internal mobility initiatives, including interview preparation, CV assistance, career coaching, and tailored role recommendations for those seeking internal transitions.

We run an annual internal mentorship program for women mentees who are matched with more senior women mentors. The purpose of the programme is to empower women to achieve their full leadership potential through mentorship, community, and development.

Every year, Google UK also welcomes a number of apprentices. The Google Apprenticeship is a work and study programme which involves learning on the job experience whilst also participating in role related technical instruction through an external provider. Upon completion, they receive an externally-recognised qualification and exit the program poised for entry-level Tech employment.

Since 2024, Google offers expanded family-building benefits, including reimbursements for elective egg/sperm freezing, adoption and surrogacy expenses, and navigation support. From 2026, we expanded this benefit further to include specialised support for employees navigating perimenopause and menopause.

Building community and connection

We are committed to fostering an inclusive environment where every individual has the opportunity to succeed, recognizing that our internal culture plays a vital role in this mission.



Leadership at Google UK is central to this effort, overseeing site-wide engagement, monitoring cultural health indicators, and ensuring accountability is maintained across the entire organization.

Googlers participate in a wide array of mentorship and coaching initiatives. Furthermore, our committed Employee Resource Groups (ERGs) play a crucial role in cultivating an inclusive and supportive environment within Google and the wider community.

A key component of this is Women@ UK, a local branch of our global Women@ ERG. Its mission is to celebrate, connect, and empower the Women@ community, ensuring every woman has the support needed for professional growth. In partnership with the local People Operations team, they drive a mentoring programme designed to advance and empower women via mentoring, networking and leadership.

Looking forward

We recognise that achieving the enduring change we seek requires continuous action. In the year ahead, we remain committed to narrowing the binary gender pay gap, and supporting programmes that support women's professional advancement. For more information on our initiatives, please visit belonging.google.com.

Kate Alessi

Kate Alessi, UK Country Manager, Google