

Yelp's UK Gender Pay Gap Report 2023

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.

Background

In 2022, Yelp submitted its first [UK Gender Pay Gap](#) report based on [the criteria](#) established by the UK government. Though this is only the second 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 organisation and regularly review our pay practices.

What is the Gender Pay Gap?

The UK's required gender pay gap calculation refers to the difference between the average earnings of employees that identify as men or women across the company, without taking into account the role that they perform. This is different from how Yelp reviews its pay equity overall, which focuses on compensation for the same or similar work, and takes other relevant factors into account, such as tenure, experience, and performance.

In 2023, Yelp engaged a third party vendor to help conduct a pay equity analysis as part of our overall review of our compensation practices. As part of the analysis, the vendor reviewed base pay, bonuses, and equity compensation for Yelp's UK employees as of February 1, 2023. We found no significant differences in pay between men and women in the UK when accounting for the same or similar roles.

Another limitation of the current legal framework is that the gender pay gap rules limit reporting gender in a binary manner—categorising employees solely as men or women. This requirement does not align with Yelp's understanding and recognition of gender diversity, including the identities of our nonbinary employees.

Hourly Pay and Bonus Gap Data

As of 5 April 2023, the required snapshot date, the Yelp UK employee population consisted of 326 employees, with a distribution of 254 men and 72 women. This represents a 17% growth in our UK employee base from 2022 to 2023. The vast majority (96%) of the employee population worked in our Engineering or Product organisations.

Hourly Pay Gap

In 2023, both Yelp's median and average pay gap increased from 2022. The median gender pay gap increased by 3.6% while the average had a smaller increase of 0.7%. In analysing our 2023 gender pay gap calculation results, representation of women in Engineering and Product roles continues to be a core reason behind the median and mean gaps for hourly pay. This concern is not unique to Yelp, as there is generally less representation of women in engineering and the Technology industry.

Since our last report, Yelp has made some improvement in increasing its representation of women in Engineering and Product. For example, women hired into management roles increased by 5% from 2022 to 2023. In addition, the percentage of Yelp UK's women employees in Engineering and Product who hold management roles increased from 9.8% in 2022 to 11.1% in 2023. Yelp is continuously taking significant steps to identify and attract talent across the full spectrum of genders and backgrounds, including women. Some examples include:

Fostering Diversity in Recruitment

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 2023, Tech Talent partnered with [Power to Fly](#), [Toronto Womxn in Data Science](#), [Women in Tech Global Conference](#), [ShowCode](#), [Latinas in Tech](#), [Coding Black Females](#), [European Women in Technology](#), [Black Professionals in Tech](#) BFTUR Summit, Inclusive Tech, and [Women of Silicon Roundabout](#).

Attracting Talent with Benefits

Holistic benefits clear barriers so all employees can thrive professionally while balancing personal commitments. Yelp offers comprehensive health and wellness benefits alongside wellness, caregiver, and professional development reimbursements; a remote work stipend; Bravely career coaching; Bright Horizons back-up childcare; Modern Health mental wellness support; Carrot fertility care; adoption and surrogacy benefits; and more.

Fostering Community

We cultivate a sense of belonging through 20+ company-supported employee resource and affinity groups. Among them are the Awesome Women in Engineering group, Women at Yelp, Women in Product and Yelp Moms.

Ensuring an Inclusive Working Environment

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 addition, 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.

Please visit our [Yelp Blog](#) and [Yelp Engineering Blog](#) to learn more about our efforts.

Bonus Pay Gap

When compared to 2022, the average mean gap widened by 4.7%, while the median gap improved by 8.7%. This shift is explained by the inclusion of a single executive bonus payment in the 2023 dataset that did not exist in the 2022 dataset. When excluding this data point, the average mean bonus was 11.5% lower than men, which is a 0.6% improvement from 2022.

In addition, the percentage of men receiving bonuses increased by 2.8% and women receiving bonuses increased by 1.1%. The increase is due to:

- 2022 new hires meeting eligibility for the 2023 annual cash bonus payout.
- An increase in relocation bonuses (i.e., reimbursements for moving expenses) in 2023.

Hourly Gender Pay Gap

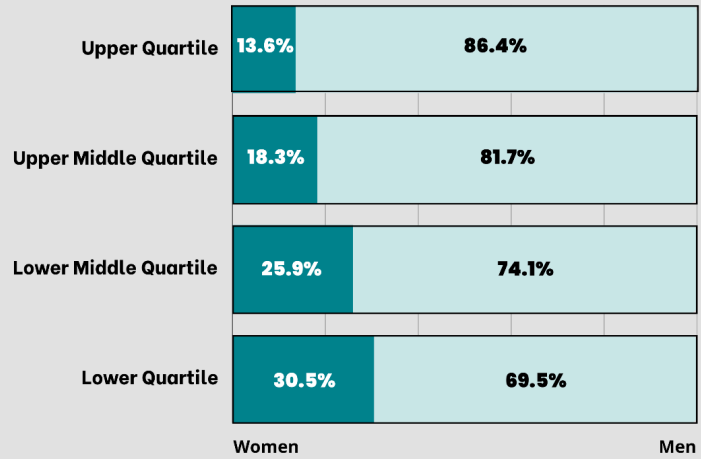


Mean



Median

Representation of Women



Gender Bonus Gap



Mean

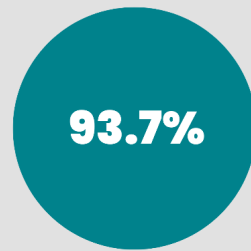


Median

Proportion Receiving Bonus



Female



Male

Per UK requirements, the hourly pay gap data is reported as of April 5, 2023. The bonus gap data covers any bonuses an employee received in the 12 months prior to April 5, 2023. This includes bonuses that are a part of our annual compensation scheme, as well as promotion bonuses, 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. Yelp believes that it pays fairly for the role an employee occupies, regardless of gender. As mentioned earlier in this report, Yelp engaged a third party to conduct its own pay equity analysis in 2023 and we found no significant differences in pay between men and women in the UK.

Our [Diversity, Inclusion and Belonging](#) initiatives are at the forefront of our [culture](#) and are used to champion authenticity and amplify underrepresented voices. 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.

A handwritten signature in black ink, appearing to read 'Edward Jajeh', written over a light grey horizontal line.

Edward Jajeh
Director, Yelp UK Ltd.