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April 2018

# 2017 UK Gender Pay Gap Report

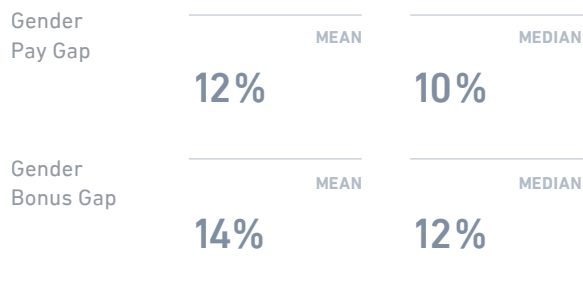
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## Introduction

Palantir is committed to welcoming and supporting individuals from all backgrounds, and to providing a work environment free of bias. We commend the increased transparency encouraged by the UK Gender Pay Gap regulations. We believe in data-driven decision-making, and metrics such as these help us understand where we must improve.

## The Data

FIG 1. PAY GAP BETWEEN MEN AND WOMEN



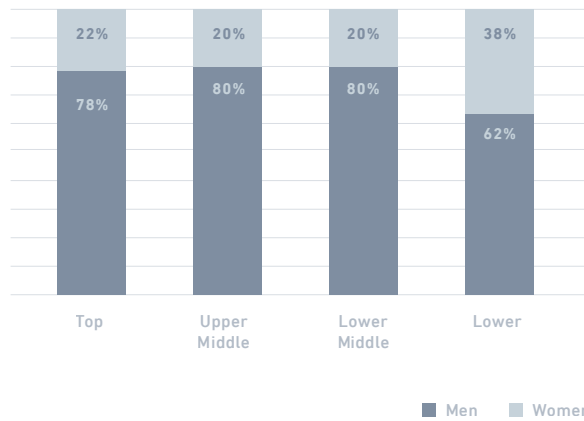
The gender pay gap is calculated using both the mean and median hourly pay for men and women employed by Palantir UK. The gender bonus gap is calculated as the difference in mean and median bonus pay over a 12 month period for men and women.

FIG 2. PORTION OF EMPLOYEES RECEIVING A BONUS



This calculation is based on bonuses paid in the 12 months prior to 5 April 2017. The discrepancy in the percentage of employees receiving a bonus reflects the greater number of women who began work at Palantir UK in the beginning of 2017, and were therefore ineligible for the 2016 annual bonus (paid in March 2017). When we look at individuals who began work in 2016 or earlier, 100% of women and 99.5% of men received a bonus in the 12 months prior to 5 April 2017.

FIG 3. PAY QUANTILES



This data shows the percentage of men and women employees in each pay quartile.

### Understanding the data

We are committed to paying every individual fairly, and have designed our compensation practices to prevent bias with this principle in mind. We review global compensation data quarterly to ensure that employees are paid appropriately based on their role, experience, and performance, regardless of gender. We also provide ongoing trainings for recruiters, hiring managers, and others involved in determining compensation during the hiring process. In addition, we have eliminated the practice of asking candidates about prior salary to help prevent the perpetuation of pay disparities.

Our compensation review process gives us confidence that men and women receive equal pay for equal work. Our pay gap instead reflects a separate challenge: the uneven distribution of men and women in roles across the company. Currently, women are under-represented in technical and business development roles, which comprise the majority of the upper three pay quartiles of UK employees. More women hold administrative and operational roles, which are more likely to fall in the lowest pay quartile. When those roles are excluded from the calculations, there is no difference in the median hourly pay, while the mean hourly pay for women is actually 2% higher than that of men.

We are strongly committed to addressing the unequal distribution of men and women in roles across the company. We're investing in efforts to recruit, develop, and advance women across all departments, as a part of our ongoing commitment to attract and retain a more diverse workforce, described in more detail below.



## **Fostering diversity and inclusion at Palantir**

A diverse workforce is critical to encourage the broadest and fullest of range of ideas and create innovation. As Palantir continues to grow, creating a culture of inclusion is even more critical to the success of our business.

Here's what we're doing to ensure that women thrive in all parts of our organization. These efforts are part of our broader strategy to increase diversity and inclusivity across Palantir, and to support underrepresented groups within STEM fields and the tech industry at large.

### **ACTIVELY WORKING TO RECRUIT A MORE DIVERSE WORKFORCE**

- Over the past two years, we have redesigned our recruiting strategy to expand our hiring pipeline and ensure we target a diversity of candidates, particularly for roles within product and business development where women are currently underrepresented. As a data-driven company, our recruiting team regularly reviews outcomes to monitor for bias and assess our progress toward internal goals.
- We work with organizations such as the Anita Borg Institute to help us nurture diverse talent pools and identify exceptional technologists from underrepresented groups.

### **INVESTING IN EFFORTS TO ENSURE THAT PALANTIR IS A WELCOMING PLACE TO WORK**

- Our employee resource groups and mentoring programs support, advocate for, and celebrate diverse groups across Palantir. In addition to our Women in Technology group, we also have networks that support Black, Latino/a, and LGBT employees, as well as Palantir parents.
- All new employees are required to participate in workshops designed to increase awareness of and empathy for the diverse challenges faced by different groups of employees, including but not limited to women in the workplace. We conduct mandatory anti-harassment and anti-discrimination training, and offer additional training to all employees on issues such as unconscious bias, cultural awareness, and inclusivity.
- We invest in a wide array of benefits to support parents, caregivers, and families, including support for fertility treatments and discounted access to back-up childcare. We also provide access to nursing rooms and free breast milk shipping and storage to ensure a seamless transition and minimally stressful environment for new parents returning to the workplace.

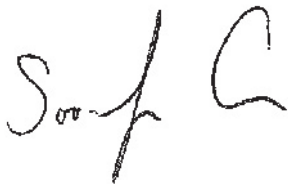
## PROMOTING EFFORTS TO INCREASE DIVERSITY IN STEM FIELDS

- We sponsor a number of different initiatives, including the [Palantir Women in Technology Scholarship](#), to celebrate and support underrepresented populations who are beginning careers in technology. In 2017, we expanded our scholarship program to Europe; the inaugural Palantir Europe Women in Technology Scholarship received 249 applications from aspiring women technologists across the European Union.
- We participate in industry-wide initiatives such as the Grace Hopper Celebration, the world's largest gathering of women technologists, and partner with nonprofits such as she++ to engage the communities where we work.

### Looking ahead

At Palantir, our people are our most important resource. We are proud of the efforts we've taken to build an inclusive community and to address gender inequality, but we know we're just getting started. We're continually working to make Palantir the community we want it to be and to ensure that our organization is a place where anyone, from any background, can succeed. I certify that the data presented is accurate and calculated in accordance with legislative requirements for the snapshot date of 5th April 2017.

Signed,



**Soo Cho**

Head of People

Palantir Technologies UK, Ltd.