The mission of Tableau is to help people see and understand data. Tableau pioneered self-service analytics with the leading analytics platform that empowers people of any skill level to work with data. From individuals and non-profits to government agencies and the Fortune 500, more than 86,000 customer accounts and millions of people around the world use Tableau to get rapid insights and make impactful, data-driven decisions.

We believe that having diverse teams helps us better serve our customers around the world who come from a wide variety of backgrounds and ethnicities. Also, diverse teams bring different perspectives that enable us to make better decisions, be more inclusive in our thinking and actions, and attract world-class talent to drive innovation that delights Tableau customers. Our 4100+ global employees bring perspectives from a broad mix of lifestyles, culture, education, age, professional experience, and global mindset, to name a few, in addition to gender and ethnicity.

Building a more diverse workforce is a multi-year process that requires constant examination and analysis. As a data company, we not only embrace this opportunity to analyse our own data, but we are setting a higher bar for ourselves with a global pay equity study in 2019 to better understand where we can improve in our efforts to further cultivate a diverse workforce.

Tableau UK Gender Pay Gap report

As part of the Equality Act 2010, the UK government introduced a reporting requirement for employers with 250 or more employees to disclose their gender pay gap as it stands on a given 'snapshot date' each year. In addition to gender, Tableau is committed to achieving pay equity for all employees. We are conducting a comprehensive global study to determine where pay gaps exist and by how much; factoring in gender and all races/ethnicities, locations, roles, level, experience and performance.

The UK regulation requires companies to, 1) aggregate pay and bonuses, including commissions, by men and women, 2) determine average pay and bonuses, and 3) report differences on the following:
- Hourly pay rate pay gap between men and women (mean and median)
- Bonus pay gap between men and women (median and mean)
- Percentage of women and men receiving a bonus (bonus pay proportion)
- Pay distribution of men and women, divided into quartiles

This is the first year in which Tableau is required to report on this data since the headcount threshold of 250 was not exceeded until 2018. Of the surveyed employees in Tableau, 38% (105 employees) are women and 62% (174 employees) are men representing job functions in sales, marketing, development and operations.
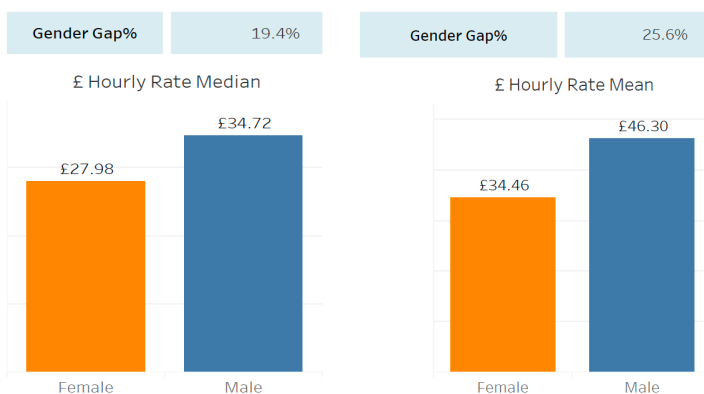
UK Pay Gap Methodology:

The gender gap report follows the calculation guidance outlined in the Gender Pay Gap reporting regulations which reflects top line data from all levels of salaries and bonuses across our organization in the UK. These calculations do not factor in common drivers of pay such as level, years of experience, performance, function, location or role and are calculated per the methodology below. Equity is also a key component of Tableau's compensation and is not considered in these calculations.

- The **mean** gender pay/bonus gap is calculated by working out the difference between the average hourly rate of pay/bonus for female employees and the average hourly rate of pay/bonus for male employees. For the purposes of calculating the pay gap, basic salary and most additional payments are taken into account.

- The **median** gender pay/bonus gap is calculated by ranking all female and male employees from lowest to highest in terms of pay/bonus received, locating the female and male employees who sit in the middle of each ranking and calculating the difference between their pay/bonus.

- **Quartiles** are identified by ranking all employees from lowest to highest paid and dividing them into four equal groups from top to bottom. The percentages of employees of each gender in each of Tableau's quartiles are reported.

Hourly Pay Rate Pay Gap between Men and Women in the UK

Based on hourly earnings on the snapshot data of 5 April 2018, Tableau reports:
- Median Gender Pay Gap: 19.4%
- Mean Gender Pay Gap: 25.6%

Gender Gap%	19.4%		Gender Gap%	25.6%

£ Hourly Rate Median   £ Hourly Rate Mean

£27.98   £34.72   £34.46   £46.30

Female   Male   Female   Male

Bonus Pay Gap between Men and Women in the UK

Based on bonus pay in the 12 months prior to 5 April 2018.
- Median Gender Bonus gap: 64.2%
- Mean Gender Bonus gap: 52.9%

**Percentage of Women and Men receiving a bonus in the UK**
- Male   92.0%
- Female   83.8%

Pay Distribution of men and women, divided into quartiles

	Men	Women
Lower	42.9%	57.1%
Lower Middle	64.3%	35.7%
Upper Middle	63.8%	36.2%
Upper	78.6%	21.4%

Understanding the Pay Gap

The primary driver of the gender pay gap reported is the higher number of men in senior roles that offer a higher base pay and bonus potential.
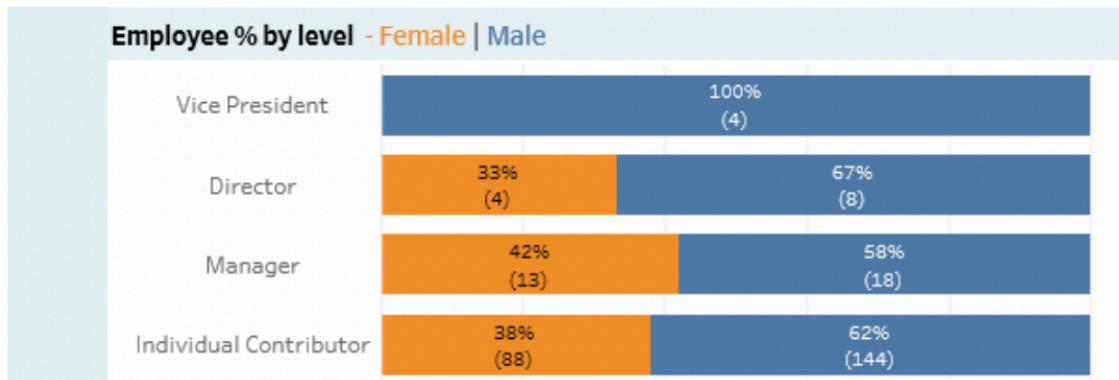
Our Commitment and Actions

At Tableau, we value diversity and inclusion and strive to create an environment that truly reflects our 'We respect each other' Core Cultural Value. Equal pay for equal work is an important factor in building a diverse and inclusive workforce. This is why Tableau is going beyond solely focusing on gender and conducting a global pay equity study to obtain comprehensive data to start working towards achieving pay equity for all employees in 2019.

Pay equity is defined as equal compensation for women, men and all races/ethnicities who undertake the same work at the same location, level, experience and performance. We believe consideration of all of these factors is necessary to take action confidently and decisively to ensure pay equity for all of our employees.

In addition, we recognize that we have more work to do to encourage more women into senior leadership roles and to bring more women into the workforce. For example, the following initiatives, designed to support that aim, remain some of the top priorities for us going forward:

- Continue to invest in accelerating the development and promotion of existing and potential female leaders
- Enhance our recruiting team's ability to increase inclusiveness while identifying and attracting more diverse talent to Tableau
- Support industry groups such as Women Who Code and the Women in Data initiatives, including a global program Data+Women
- Maintain Diversity & Inclusion as a featured activity at our Tableau Conference in Europe (and in the US) as we engage our customers in a dialogue to increase diversity and a sense of inclusion across the data and analytics industry

The above initiatives are a few examples of the work that we are doing to build a diverse workforce and contribute to achieving pay equity. Yet we have a lot more to do. To make meaningful progress we are starting by deeply understanding our data on jobs, compensation, promotions, and hiring practices at a global level. With data we can develop more precise methods to ensure we hire, promote and support women in the workplace. We expect 2019 to be a pivotal year for Tableau's efforts in pay equity and are embracing this opportunity to further demonstrate our commitment to diversity and inclusion.

We confirm on behalf of Tableau Software UK Limited that the gender pay gap data reported herein is accurate.

James Eiloart, Senior Vice President, EMEA Sales
Nikki Feare, Director, Human Resources, EMEA

For and on behalf of Tableau Software UK Limited