



UK Gender Pay Gap Report

April 2024

As a purpose-driven and responsible organization, Avanade champions diversity, inclusion, and sustainability, ensuring our work benefits society as well as drives business success. Since 2018, we have been publishing yearly gender pay gap reports and providing insight into Avanade's journey and strategies to eliminate the gender pay gap at every level.

As the world's leading Microsoft expert, our purpose is to make a genuine human impact and sustain high performance by being representative of the markets and our clients, as well as creating a culture where everyone can be and do their best. We do this by setting out strategic priorities enabled by defining and driving inclusive behaviors as well as building inclusive policies and processes.

Fostering an equitable and inclusive environment

Building a sustainable, strategic approach through external hiring practices, internal mobility and progression, mentoring and sponsorship programmes, as well as external partnerships, we have seen a consistent increase in female representation year on year.

Our equitable hiring practices ensure gender neutral job postings, mandatory inclusion and unconscious bias training for all hiring managers, and candidate and interview slating guidelines.

By recognising the role Avanade plays in creating and expanding new talent pools and capabilities within the market as leaders in technology, we have pushed the boundaries of traditional recruitment. Alongside regular hires across levels, we invest heavily in early talent recruitment such as internships, apprenticeships and graduate schemes, as a sustainable approach and catalyst for nurtured progression throughout the organisation into more senior roles for women.

Furthermore, Avanade's external partnerships with schools, universities, government programmes and local councils across UK are opening doors for future generations to build careers in technology, addressing not just the gender representation gap but also social mobility and racial inequality.

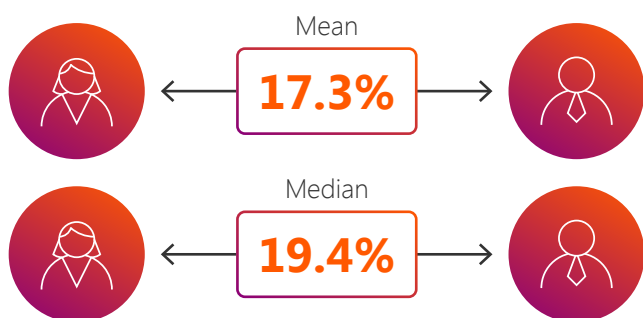
Whilst this long-term, sustainable approach requires continued investment and might also regresses the gender pay gap in the short-term, Avanade continues this journey and believes that actions we invest into now will help achieve a reduced gender pay gap and a more gender-balanced workforce in the future.

Equal pay

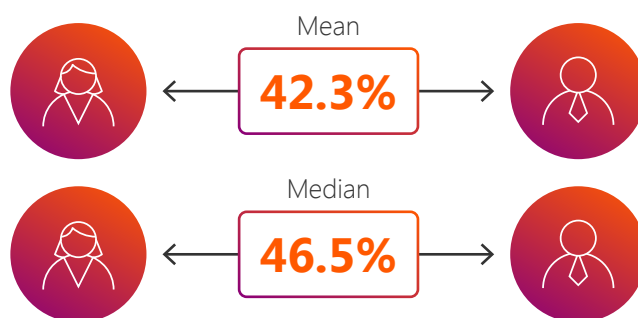
The government's gender pay gap analysis measures the difference between average male pay and average female pay as a proportion of the average male pay within an organisation. This, therefore, reflects the distribution and relative proportion of men and women across all roles within an organisation. The report is different from pay equity analyses, which takes into consideration factors including job level and title. At Avanade, we have always been committed to equitable compensation practices and equal pay for equal work, regardless of gender.

Gender pay gap results

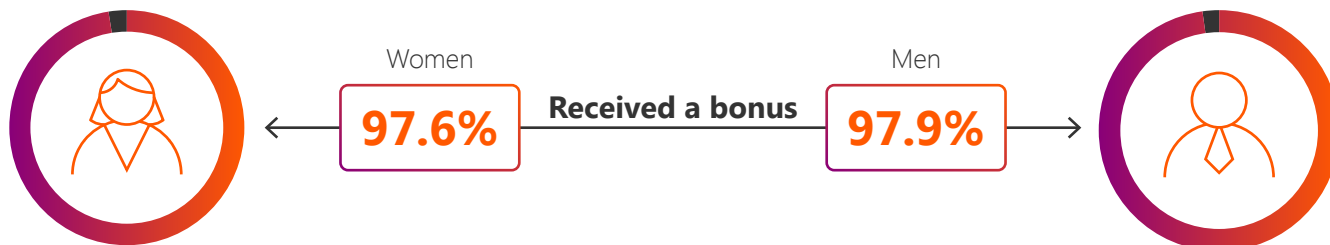
Pay gap



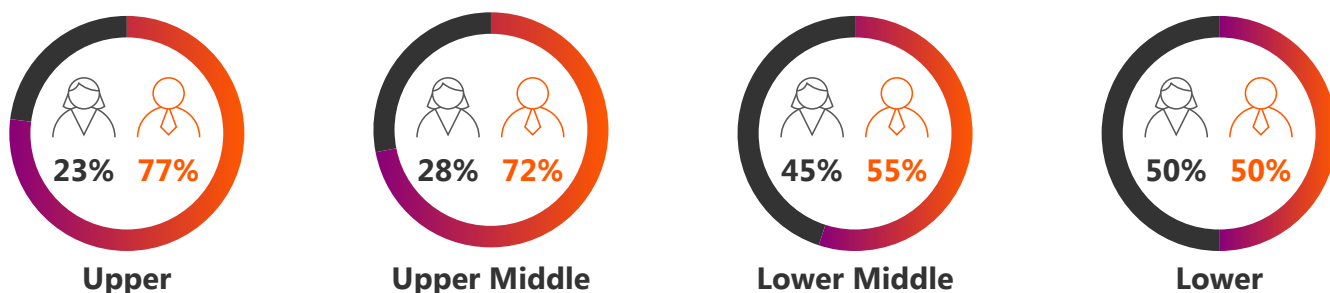
Bonus gap



Percentage of employees receiving a bonus



Employees on pay quartiles



The way forward

At Avanade, Inclusion & Diversity is part of everything we do, from the way we treat people to how we make decisions and the solutions we take to market. The UK leadership team are committed to gender diversity as well as building a workforce inclusive of people with a wide range of experiences and backgrounds through three strategic pillars; Representation, Culture and Recognition.

Overall, we are committed to evolving as an organisation with a strong inclusive lens and approach this with the same discipline and rigor as any other business priority, holding ourselves accountable continuously. We constantly examine and improve our policies, processes, and systems to ensure that they are equitable and inclusive to all.

What are we doing to close our gender pay gap?



Talent attraction

Focus on Early Talent hiring (intern, apprentice, graduate)

External hiring focus representative of market and our clients, especially at senior levels



Progression

Leadership developments programmes for junior to senior talent

Talent reviews focused on building the next generation of leaders

Focused lens on processes including promotion, succession planning and pay review

Formal and informal mentoring at all levels



Senior talent

Strategic succession planning for UK roles

Pan-European dedicated Diversity Recruitment and Sourcing specialists to accelerate progress

Active Female Ambassador Network



Thriving at Avanade

Enhanced maternity and adoption leave pay

Menopause policy

Increased flexibility in our approach to the future of work

Women's Employee Network and Working Parents Group

A strong employee-led forum focused on gender parity and relevant initiatives

We are proud of the initiatives we have put in place but recognise that we need to continue to make further progress to reduce our gender pay gap. We continue to be committed to creating a truly diverse workforce, representative of the market and our clients, where everyone can bring their whole selves to work. We are confident we have the right programmes in place to help us to continue to make meaningful progress.

Yasmin Ahmed, UKI HR Director: "Creating an equitable and inclusive workplace is a key priority for Avanade.

We remain committed to ensuring career opportunities are open and accessible to all. Our initiatives seek to remove barriers experienced by certain groups. Through this, we have strengthened the talent pipeline at the junior and middle management levels. Now, we have the opportunity to fully leverage this and build talent for the future at the senior level."

I, Yasmin Ahmed, Senior Director, UKI HR, confirm that the information in this statement is accurate and meets the requirements of the Gender Pay Gap reporting regulations.

Signed, 

About Avanade

Avanade is the leading provider of innovative digital, cloud and advisory services, industry solutions and design-led experiences across the Microsoft ecosystem. Every day, our 60,000 professionals in 26 countries make a genuine human impact for our clients, their employees and their customers. Avanade was founded in 2000 by Accenture LLP and Microsoft Corporation. Learn more at www.avanade.com.

©2025 Avanade Inc. All rights reserved. The Avanade name and logo are registered trademarks in the U.S. and other countries. Other brand and product names are trademarks of their respective owners.

North America

Seattle
Phone +1 206 239 5600
America@avanade.com

South America

Sao Paulo
AvanadeBrasil@avanade.com

Asia-Pacific

Australia
Phone +61 2 9005 5900
AsiaPac@avanade.com

Europe

London
Phone +44 0 20 7025 1000
Europe@avanade.com



Do what matters