

Red Hat UK Gender Pay Gap 2025

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Foreword

Through incremental progress over time, Red Hat, a subsidiary of IBM, wants our workforce to better reflect the broader population because we are a stronger, more innovative company when colleagues with different backgrounds, perspectives, experience and expertise come together to drive our business and clients forward. We remain committed to equal pay for equal work, a value that IBM has held dear for more than a century.

By sharing this report, we are publishing metrics by which we can measure our current position, as well as progress in future years. Red Hat has a solid foundation and welcomes the discussion that these reports may generate.

Introduction

The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 require all companies employing 250 or more employees to publish their gender pay gap results.

The government defined gender pay gap measures as the difference between the average earnings of all females in the organisation and the average earnings of all males, irrespective of their seniority or role. This is not the same as equal pay, which compares what men and women are being paid for the same or similar work.

Having a gender pay gap can be an indicator of two key dynamics within an organisation and these can appear either on their own or in combination. These dynamics are unfair pay, as measured against the "Equal Pay" criteria, or an imbalance in male and female representation across the levels within the organisation.

For many years Red Hat has been focused on equal pay and comparing like for like; however, as with other organisations in the tech industry, this legislation has shone a further light on the differences in male and female representation across our organizational structure.

Red Hat UK Results

Snapshot Pay Results

This is the percentage difference in mean and median pay for all females in the organisation versus all males in the organisation, as at 5th April 2025.

Mean	Median
23.0%	26.7%

Bonus Pay Results

This is the percentage difference between mean and median bonus for all females in the organisation who received a bonus versus all males in the organisation who received a bonus.

The proportion of male and female employees who received a bonus during the same 12 month period. The analysis covers bonuses paid over a 12 month period preceding 5th April 2025.

Mean	Median
44.5%	46.6%

Female % receiving a bonus payment	Male % receiving a bonus payment
98.8%	98.5%

Pay Quartile Results

This shows the percentage of men and women in each pay quartile. The quartiles are divided into equal employee numbers. Quartile 1 has the lowest paid employees and quartile 4 has the highest paid employees.

Quartile	Men	Women
Q1	51.6%	48.4%
Q2	69.2%	30.8%
Q3	82.7%	17.3%
Q4	89.2%	10.8%

The gender pay gap is always expressed as a percentage. It is calculated by working out the difference between the average male pay and the average female pay and dividing that number by male pay. This is expressed as a mean or median.

- Mean average: sum of all the values divided by the number of values.
- Median average: mid-point value when the data is sorted in ascending order

Actions and Key Focus Areas to Reduce our Gender Pay Gap

Culture of Inclusion

Inclusion is a fundamental component of our culture that drives innovation, creativity and collaboration. Red Hat prides itself on creating a workplace that is inclusive and encouraging of all employees. A culture of inclusion ensures that every Red Hat employee feels valued and heard, fostering a sense of belonging that empowers team members to bring their authentic selves to work. This empowerment not only benefits Red Hat but also allows us to make a meaningful impact in society, reinforcing our commitment to building a better, more democratized world for everyone. In essence, inclusion is not just a value we uphold; it is the catalyst for our success and the foundation of our thriving community.

The employees of Red Hat represent a talented and diverse workforce of individuals from all backgrounds and experiences. Achieving the full potential of all Red Hatters is a business priority that is fundamental to innovation and creativity, to ensure our competitive success.

All Red Hat employees are expected to contribute to an inclusive, respectful workplace free from discrimination, harassment, bullying, and retaliation.

Skills and Development

At Red Hat, we are committed to supporting our employees in their professional journey by fostering an environment that values skills. Developing new skills and ensuring all employees have the right skills for the changing market is a business imperative. Red Hat is committed to investing in and creating an environment that offers all employees the opportunity for development and advancement, enabling new learning experiences and career progression without barriers.

Red Hat invests in its employees' professional development with a range of advanced tools and resources that empower Red Hatters to direct their own career paths and build the skills required to pursue their goals.

Red Hat prides itself on creating a workplace that is inclusive and encouraging of all employees. Red Hat also offers world-class learning and development experiences for leaders at all levels of the organisation via the Red Hat Manager Academy. Using a skills-first approach, Manager Academy is built around 5 categories of skills that align to what it means to be a manager at Red Hat: business acumen, human skills, communication, inclusive leadership, and financial acumen.

Workplace Enablement

We are committed to providing all employees with flexible working choices, helping them to achieve greater work life integration, reduce stress and enhance productivity.

Flexible working at Red Hat can include part-time working, remote working and other variations. Employees are also encouraged to adopt a flexible approach to working.