



U.K. Gender Pay Gap Report 2025

Introduction

Gartner is a dynamic, global company serving over 13,000 client enterprises in ~90 countries and territories. We have more than 20,000 associates who work from 85 offices around the world. Through our approach to inclusion, we are fostering an environment where all our associates are valued, respected and empowered to succeed.

At Gartner, we embed inclusive practices into our organization through the lens of hiring, engaging and advancing talent. We work to integrate best-in-class inclusive approaches into all our talent processes and practices and prioritize efforts that support our world-class talent and their unique needs.

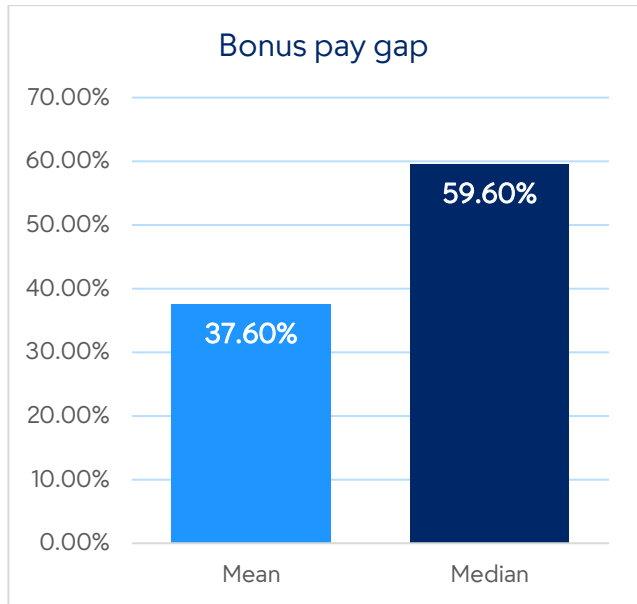
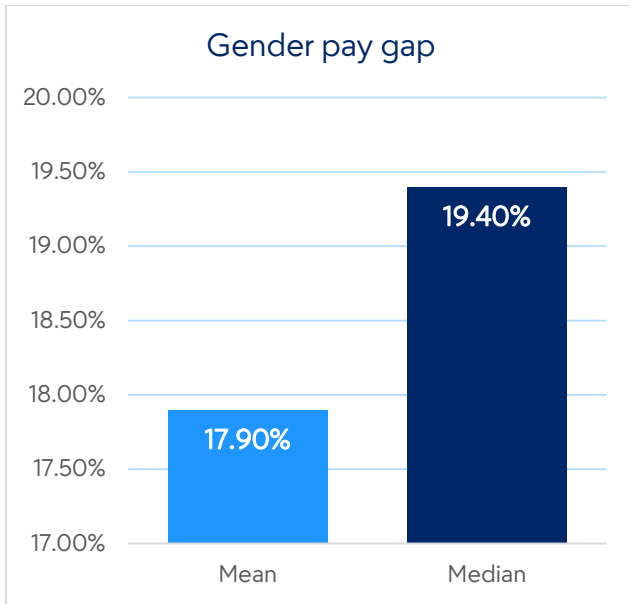
We focus on supporting inclusive experiences for all associates and clients — establishing Gartner as a destination for talent from all backgrounds. We publish information about our ongoing commitment and progress in the [Gartner Corporate Responsibility](#) report.

Our approach to pay

At Gartner, men and women in equivalent roles with similar performance and experience within the same geography are paid equally. This is at the core of our pay-for-performance strategy. In this report, we outline our U.K. gender pay gap data in line with statutory requirements.

Gender pay gap

Our 2025 report shows that the aggregate U.K. gender pay gap is 17.9% based on the mean and 19.4% based on the median. The bonus gender pay gap is 37.6% based on the mean and 59.6% based on the median. The aggregate gender pay gap exists primarily due to a higher proportion of males in senior-level roles.



Source: Gartner

Percentage who received a bonus

Gender	2025
Male	98%
Female	99%

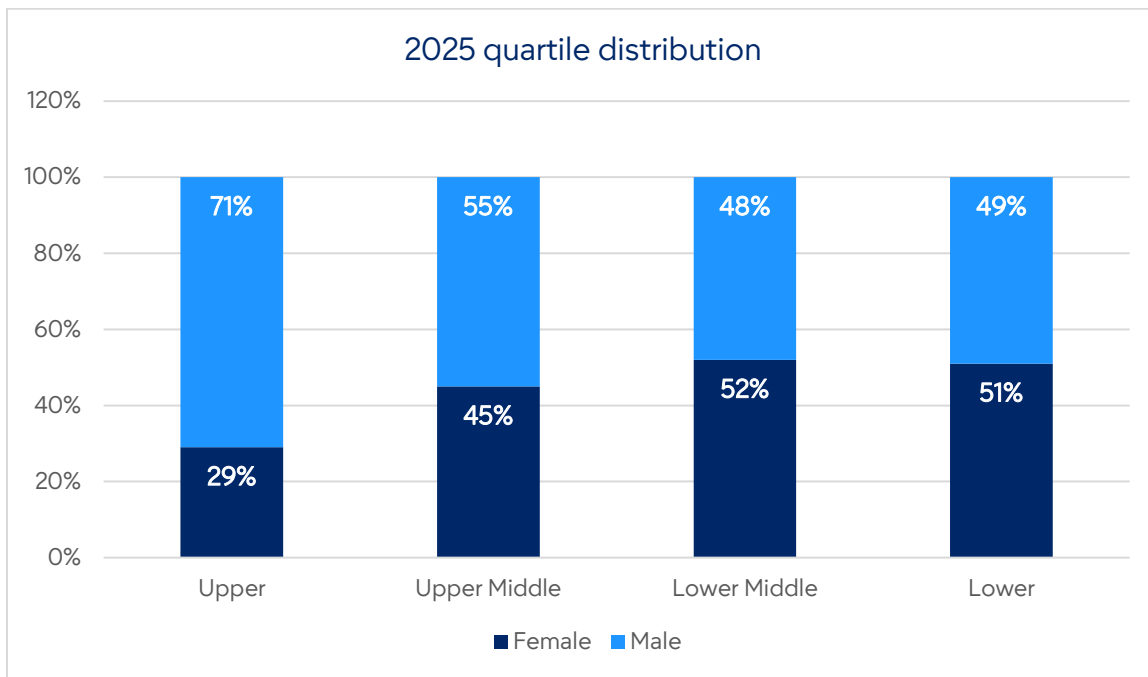
Our progress

The aggregate mean and median gender pay gaps continue to shrink year over year, reflecting intentional, sustained progress in our commitment to pay equity. This ongoing improvement signals that representation is strengthening, advancement pathways are becoming more accessible, and our efforts to decrease the pay gap are producing measurable results.

There is greater variability in our progress in closing the gender bonus gap. This is primarily due to larger performance-based bonuses and commissions awarded in more senior roles, where there is a higher proportion of men. Additionally, senior positions are more likely to receive long-term incentives, including restricted share or stock awards, which further contribute to the variability.

Populations by pay quartiles

Our U.K. gender pay gap is primarily due to a higher proportion of men in senior, higher-paying roles. In 2025, women will represent 44% of our associates, but hold only 29% of positions in the upper pay quartile. The quartile gender distribution has improved over time, with a higher proportion of females represented in the upper quartile than in previous years.



Source: Gartner

Our plans

While we have continued making improvements in narrowing the gender base pay gap year over year, we recognize the ongoing opportunity to increase the number of women in leadership positions to achieve greater gender balance. We are actively taking steps to support progress in female representation at senior levels through our three strategic pillars: Hire, Engage and Advance.

This includes inclusive sourcing and hiring practices, offering professional skill and leadership development programs, promoting internal mobility through Grow with Gartner initiatives, and enabling associate success through our employee resource groups (ERGs) that are open to all associates.

These priorities drive our efforts and provide mechanisms to close the gender pay gap over time.

“At Gartner, a key element of our culture is that we are inclusive and respectful. We operate with the highest ethical standards and foster an environment that encourages open discussions. We ensure our associates and clients are treated fairly and with respect. Together, we are intentional and purposeful in cultivating a culture of inclusion — a culture that supports and empowers all our associates so we can each grow professionally and flourish personally. We confirm that the data reported in this document is accurate.”

Robin Kranich, Executive Vice President, Chief Human Resources Officer

Gartner