

# VIRGIN MEDIA GENDER PAY GAP REPORT 2020



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This report details our April 2019 to April 2020 results and focus areas to ensure gender equality.

MARCH 2021

# AT VIRGIN MEDIA, WE'RE BUILDING A CULTURE WHERE NO ONE IS LEFT BEHIND AND EVERYONE FEELS LIKE THEY BELONG



## At Virgin Media we've launched our Belonging strategy and promises.

Our promises will ensure that we attract and nurture the best diverse talent by acknowledging and appreciating the potential promise of each person's unique perspective and difference. Creating a workplace where everybody feels safe to share their experience without fear, and understands their individual voice will be heard. A collective approach to our work where we innovate and create solutions that are truly inclusive for our people and customers.

Belonging is one of our top three priorities and we want to create a more gender-balanced workforce where we employ and retain more women, so they can thrive at all levels across our business.

We've already taken a number of steps to do this; we're recruiting more women into apprenticeships, graduates and engineering roles. We are offering more flexible and part-time working for returning parents, as well as taking action to get more women into senior roles across our organisation.

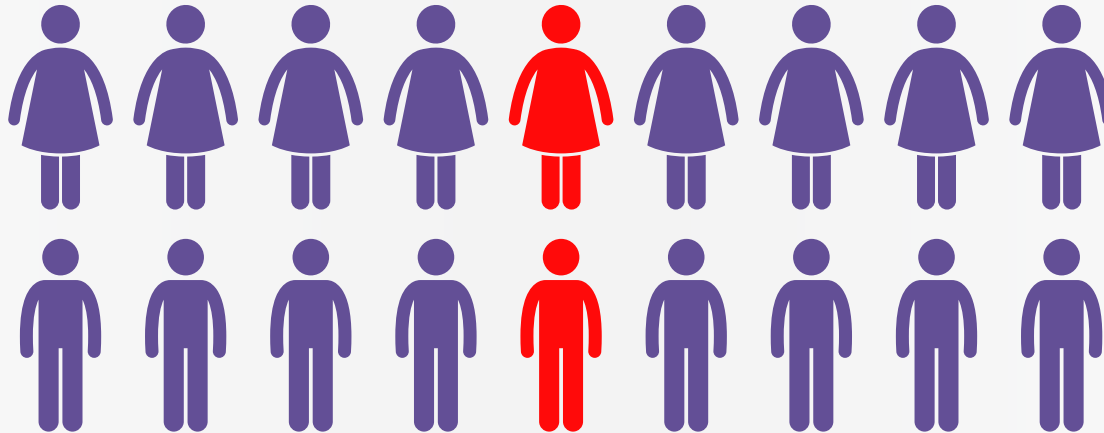
Although we're making positive progress, but we've still got more we can do.

## WHAT IS A GENDER PAY GAP AND HOW IS IT CALCULATED?

LOWEST PAID

THE MEDIAN

HIGHEST PAID



- If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, **the median gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man.**
- Because different jobs pay differently and the number of men and women performing these jobs varies, a gender pay gap exists.
- The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a company.
- **This is different from 'equal pay'**, which is the difference in pay between men and women who carry out the same or similar jobs.
- A positive % indicates a favourable pay gap towards men, and a negative % indicates a favourable pay gap towards women.

# OUR GENDER PAY GAP RESULTS

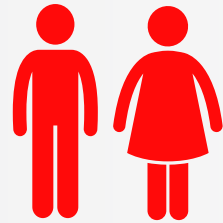
OUR MEAN (AVERAGE) GENDER PAY GAP IS **0.3%**

OUR MEDIAN (MIDDLE) GENDER PAY GAP IS **0.7%** THIS IS MUCH LOWER THAN THE UK NATIONAL AVERAGE (AT 15.5%)

(source: Office for National Statistics, April 2020)



## NUMBER OF EMPLOYEES

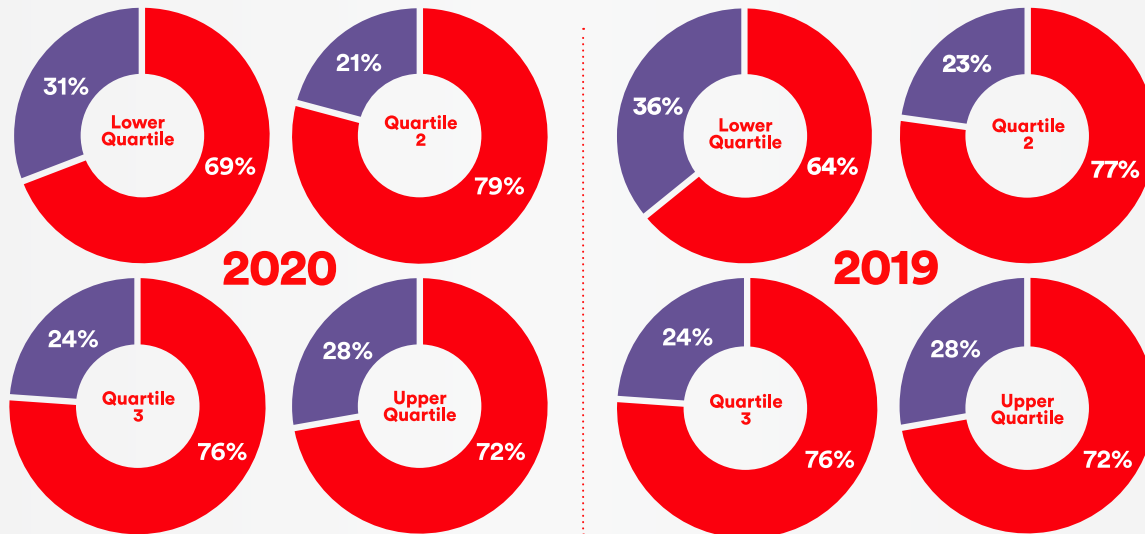


**2020**  
RELEVANT EMPLOYEES  
**11,916**  
RELEVANT FULL PAY EMPLOYEES  
**11,086**

**2019**  
RELEVANT EMPLOYEES  
**11,832**  
RELEVANT FULL PAY EMPLOYEES  
**11,315**

**Number of Employees**  
Headcount is stable year on year  
Less than 1% variance between 2019 and 2020 relevant employees

## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



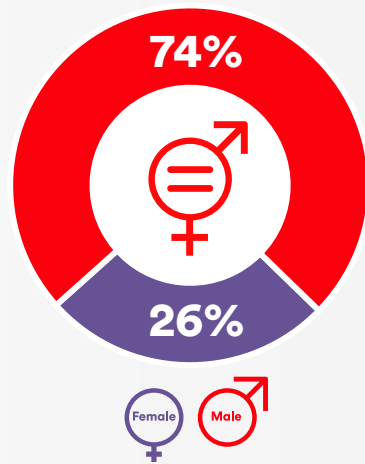
### Proportion of males and females in each pay quartile

As a whole the proportion of females in the organisation is 26%, this is stable compared to 2019  
Year on year there is no movement in quartile 3 and the upper quartile  
The proportion of females in the **lower quartile and quartile 2** has improved since 2019 and is now in closer to the demographic of the organisation.

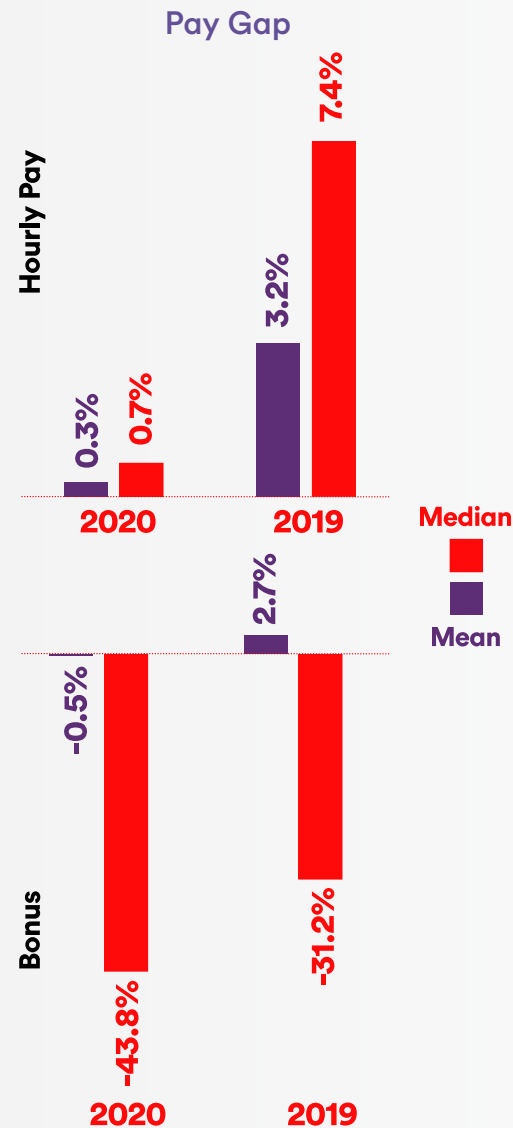
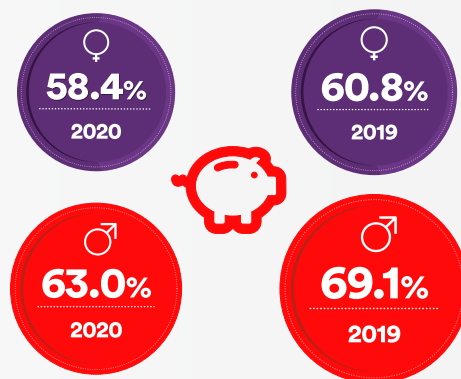
## WHAT DO VIRGIN MEDIA'S FIGURES MEAN?

### KEY COMPARISONS OF EMPLOYEE PAY DATA

#### 2020 VM Snapshot - Relevant Full Pay Employees



#### Proportion of males and females receiving bonus payments



**Median and Mean Pay Gap:** our median pay gap has decreased from 7.4% in 2019 to 0.7% in 2020. Our mean pay gap has decreased from 3.2% in 2019 to 0.3% in 2020. The decreases in our median and mean gender pay gap are a result of the multi-faceted approach we are taking across Virgin Media at all levels of the organisation.

**Pay Gap by Length of Service:** In both 2019 and 2020 there is an emerging trend, for recent hires in Virgin Media, the gender pay gap is more favourable to women whereas in the population hired 10 or more years ago the trend is reversed.

**Bonus Gap:** Our median bonus gap has increased from -31.2% in 2018 to -43.8% in 2019 (minus figures show the gap is in favour of women). Our mean bonus gap has decreased from 2.7% in 2019 to -0.5% in 2020.

**Bonus Gap: Impact of referral scheme:** We have a referral scheme which awards our people for successfully recommending our services to new customers. Even though the amount awarded is small, receiving an award means an individual is viewed as receiving a bonus under Gender Pay Gap regulations. This brings a large group of employees who are receiving a relatively small award in scope for the bonus metric. Although the gender split of individuals receiving the referral fee is consistent to our overall demographic, the effect of the schemes inclusion is to reduce the average bonus values for both men and women. However as we have more men than women in our workforce (74.0% male to 26.0% female), the male median falls to a lower value than the female median bonus value, therefore showing a bonus gap in women's favour. However, the referral fee is the same regardless of gender.

# OVER THE LAST 12 MONTHS WE HAVE BEEN WORKING HARD TO CREATE MORE EQUITY FOR ALL GENDERS:



- We have launched a pilot Women in Leadership Program to support the development of women and underrepresented people to gain the development to apply for our leadership roles
- We hired total of 54% women onto our graduate and intern scheme following a targeted campaign
- We have signed up to become members of the Youth Employment Charter and the Good + Fair Employers Club; showcasing our commitment further externally in the student market
- We have undertaken a job adverts review, ensuring the use of inclusive language and removing gender-bias language
- We have reviewed our entire recruitment process to ensure that it is inclusive for everyone
- We're working with hiring managers so they can consider roles as part time or as a job share in order to encourage more flexibility for parents
- We have launched our Gender Equality network that provides resources, education and support to all genders working at Virgin Media
- We support Women in Cable Communications (WICT) and the Lean In Network, that provide mentoring and support networks for females in the industry

## 26%

of our total hires within 2020 were women

## 48%

of new hires in Virgin Media Business were female in 2020

## 54%

of new hires in Network Expansion were female in 2020

## 54%

of new hires within our support roles were women in 2020

We are working with external partner Catalyst to support the work we are doing around gender equity

## 90%

of Carers in the UK are women, by understanding the needs of unpaid carers we hope to support our women employees by partnering with Carers UK as our 5 year charity partner.

# WHAT'S NEXT?

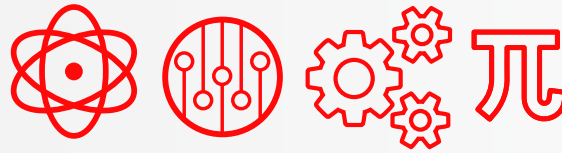
We're committed to creating a more gender-balanced workforce at Virgin Media.

Some parts of our business have historically been very male dominated, such as our engineers and install technicians and we believe it will take sustained effort to create gender parity in these higher volume roles.

We're going to ...

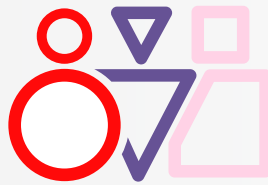


Look at how we can encourage more women into areas of the business which have historically been male dominated, and take steps to nurture women in these roles so they can progress their careers



Continue to encourage more women into STEM roles through our apprenticeships

Offer part time and job share roles where possible

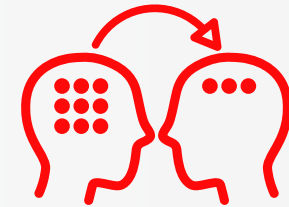


Have diverse interview panels where possible

Inclusive recruitment process that includes diverse candidate lists and interview teams for people manager (L5+) roles, as well as gender-neutral job descriptions



Graduate and apprenticeship schemes to focus on underrepresented groups with diverse social backgrounds – in addition to current gender focus



Diverse talent identification and development through mentorship and sponsorship



Hold events and panel discussions to offer support, encourage and guidance to women across our business

Actively promote our Gender Equality, 'Lean In Network' and the WICT network

This statement was approved by Virgin Media Limited CEO and Virgin Media Limited Chief People Officer

Lutz Schuler  
CEO, Virgin Media

Philipp Wohland  
Chief Transformation & People Officer, Virgin Media