



Gender Pay Gap Report

Virgin Media 2022

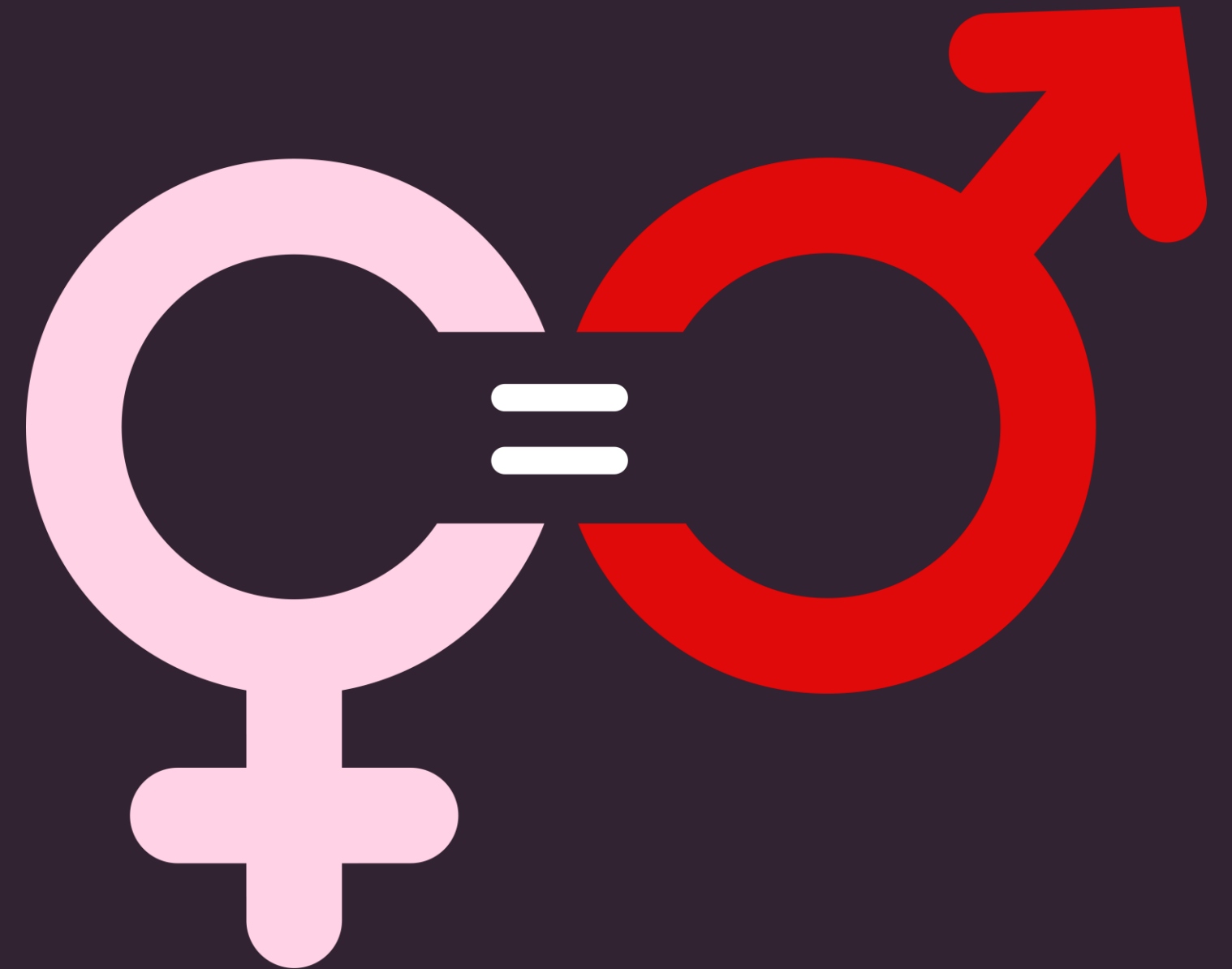
Statutory Reporting results and focus areas

Introduction

Gender Pay Gap Information Act 2021

In line with the Gender Pay Gap legislation, any Irish company with more than 250 employees is required to publish its gender pay gap data.

- Calculating the Gender Pay Gap means following a set of specific government guidelines and definitions.
- Gender Pay is **different to equal pay**, because equal pay means comparing the pay between a man and a woman doing the same role, but the gender pay gap looks at the average pay of all men and all women within the company, regardless of their role.



Definitions



Snapshot date:

the selected date upon which to report on all employees within the organization, in our case, June 30th



Ordinary Remuneration:

normal salary, allowances, overtime pay and pay for leave



Bonus Remuneration:

bonus, incentives, commission or equity



Hourly Remuneration:

ordinary remuneration + bonus remuneration

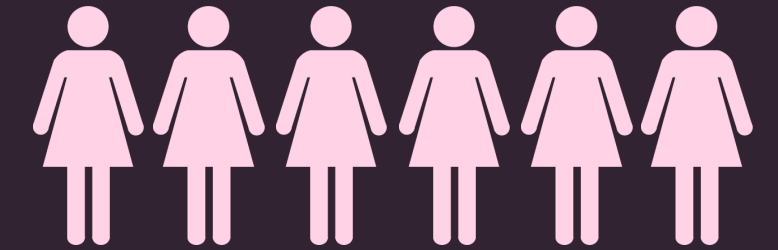
Mean Gender Pay Gap

Average earnings of women compared to average earnings of men

Average



Average



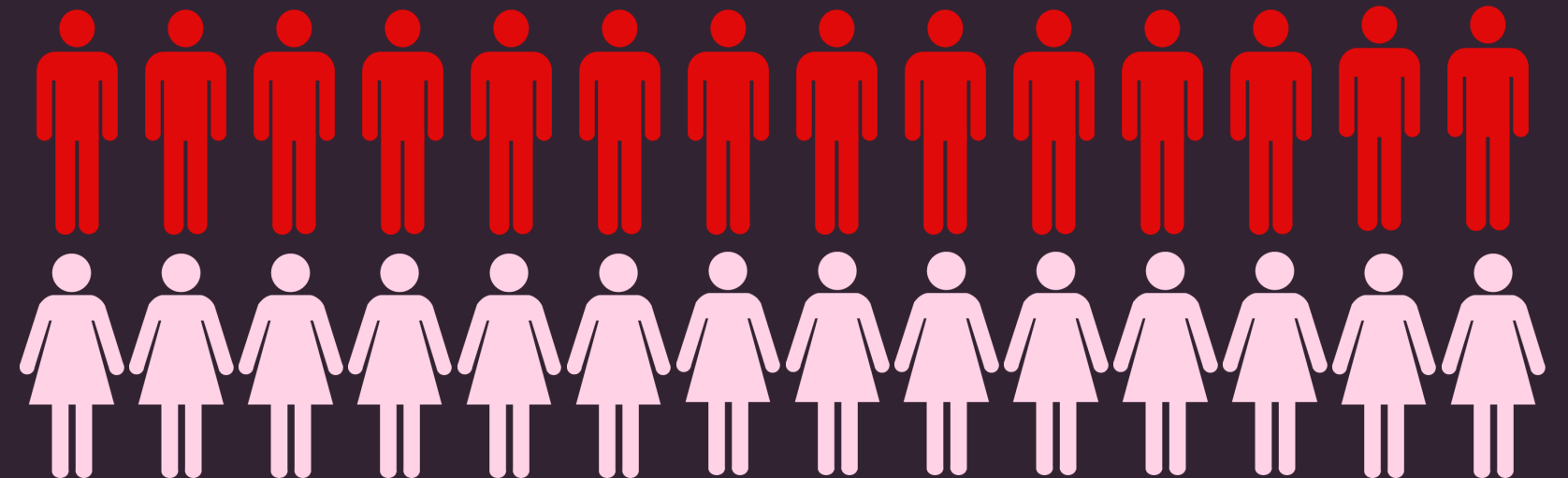
Median Gender Pay Gap

If we lined up every man/woman in the company from the lowest to the highest paid, median is the man/women standing in the middle of the line

Lowest Paid

Median

Highest Paid



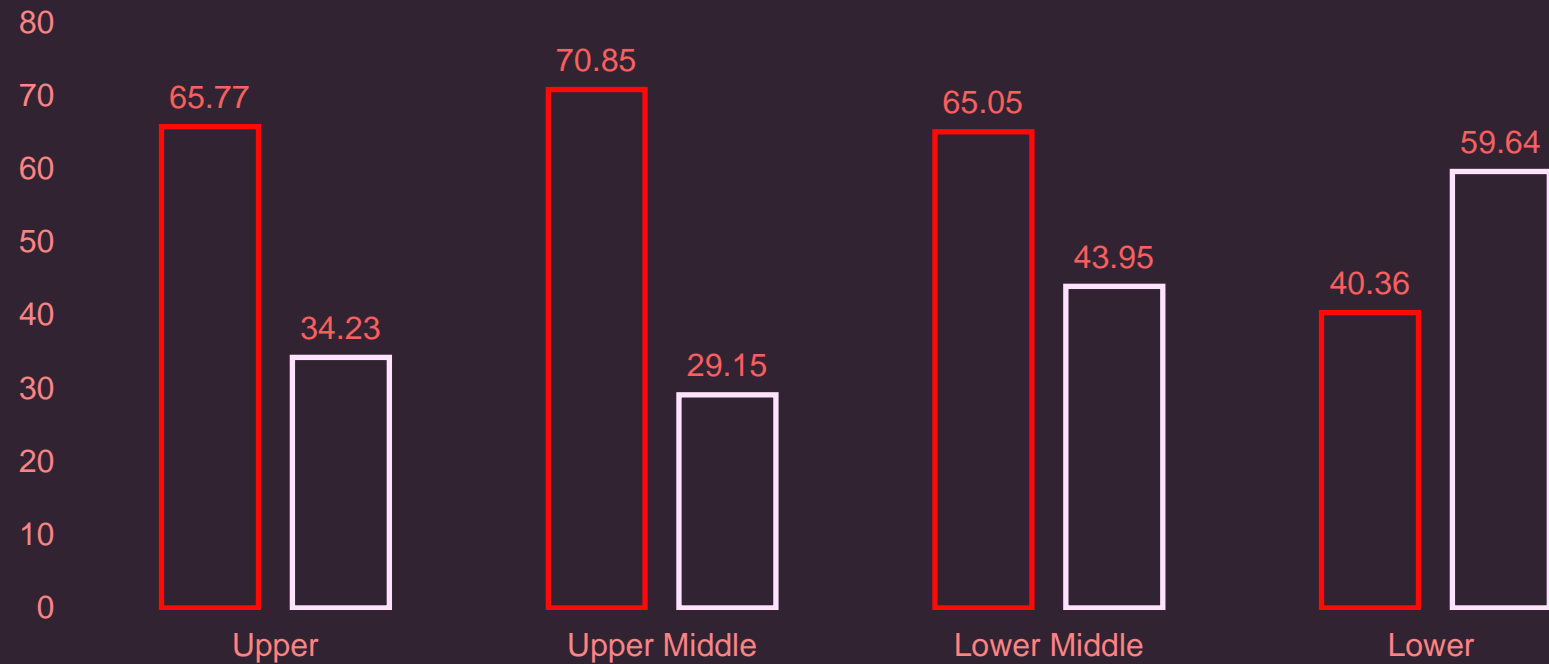
Our gender pay gap data

All male & female

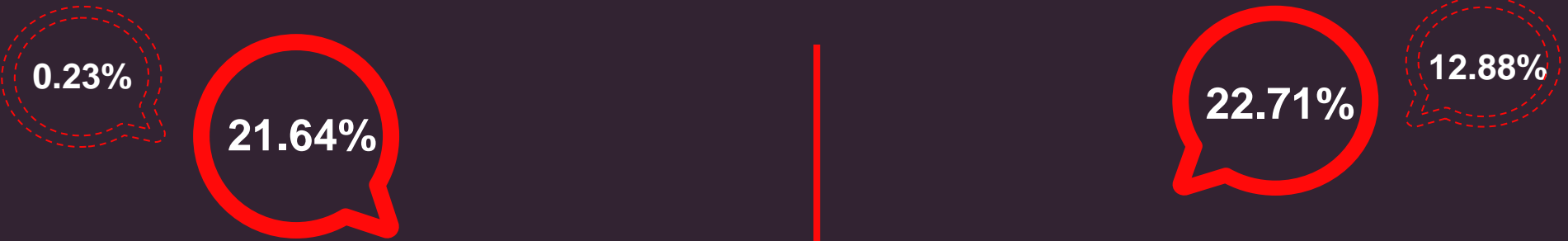
Part-time male & female

Pay Quartile %

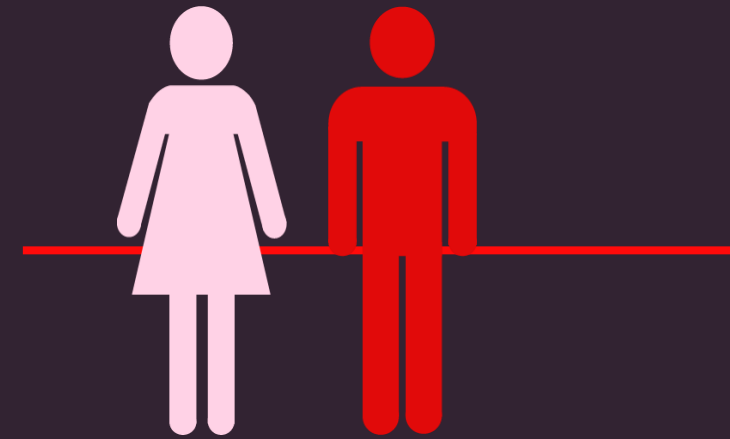
Men Women



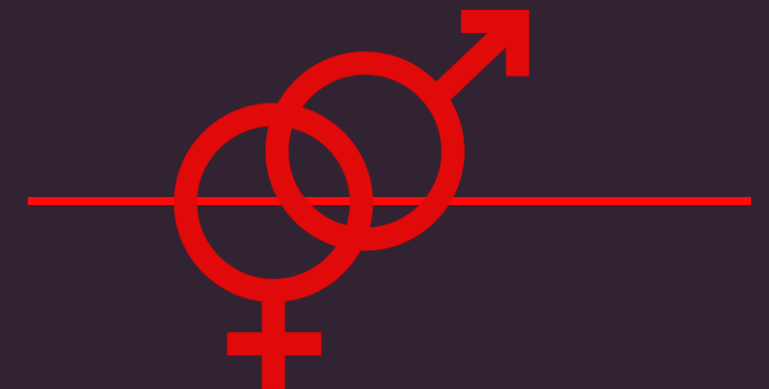
Gender Pay Percentage Differential



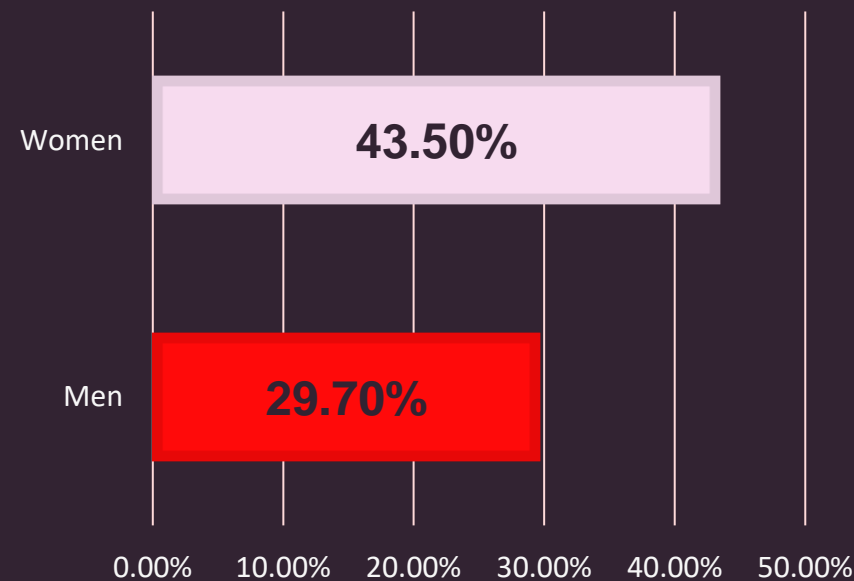
Mean Hourly Pay



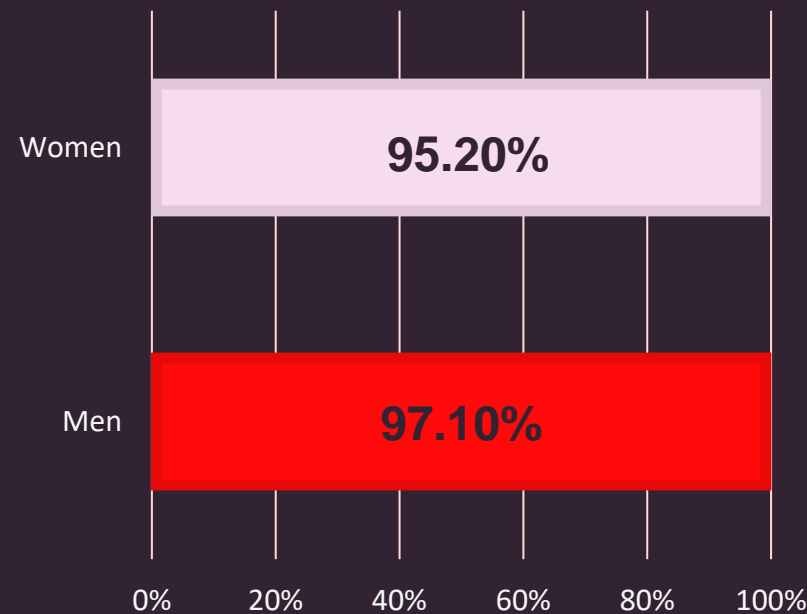
Median Hourly Pay



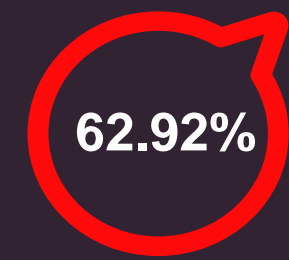
Bonus Recipients



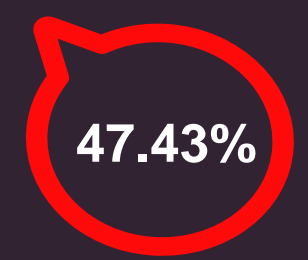
Benefit in Kind Recipients



Mean Bonus Pay



Median Bonus Pay



Understanding our data

Our analysis tells us that our gender pay gap is caused by a number of factors.



A gender representation imbalance in the higher quartiles and senior roles has a bearing on our pay gap.



External and societal factors influence the gender representation in areas such as our Technical function which has our largest population of people, traditionally over-represented by men.



Tenure of men in areas such as our large Technical Function, contributes to higher salaries and therefore the gender pay gap.



Different categories of bonus such as commission schemes in the lower quartiles versus bonus schemes in the upper quartiles are creating a differential.

Understanding our actions

We take our commitment to equality and fairness seriously, and we are already on the journey;



Our DEI strategy is focusing on increasing women representation right across our business



Our Talent Strategy focuses on providing unconscious bias training to our leaders, and we are using specialised tools to ensure our job specs are gender impartial, as well as ensuring diversity in our hiring panels.



Our Learning, Performance & Development strategy ensures we have a number of programmes in place at a company wide level to ensure the right opportunities and practices are available to support and develop everyone in our workplace.

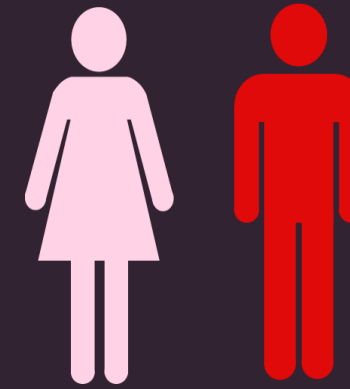


Our Reward Strategy has included a revised employee value proposition, increasing our maternity and paternity leave provisions, as well as launching toolkits for Menopause support, and implementing guidelines to proactively support long term hybrid and flexible working arrangements.

What's next - our commitments



Our business is an engineering and technology focused industry. **This industry has historically been and continues to be a profession where men are over represented.**



We will focus on new ways to attract women into areas of our business where they are under-represented.

With sustained effort we will continue our drive towards greater women representation at senior levels to ensure a better balance.

We will use our Diversity, Equity and Inclusion (DEI) strategy to ensure a working environment where everyone can thrive, aiming to remove systemic barriers and make greater progress.

We will take steps to nurture women into fields and roles traditionally over-represented by men, ensuring we offer a working environment where everyone can thrive and progress their careers.

We will continue to conduct fair pay checking so that any offer, internal or external assesses that proposed salaries are in line with market benchmarks.





Virgin Media Ireland

December 2022