

Gender Pay Gap Report

Virgin Media 2023

Statutory Reporting results and focus areas

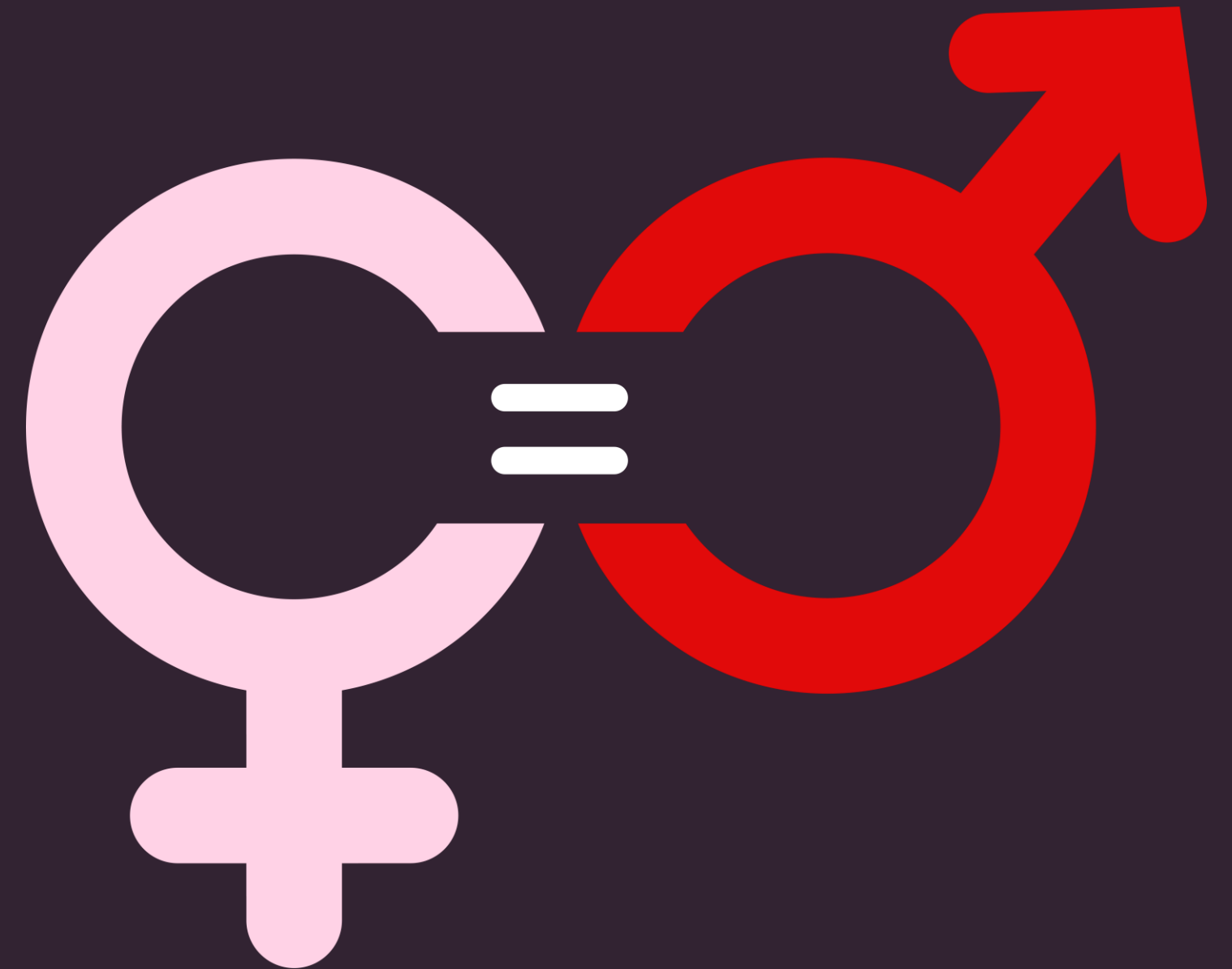
Introduction

2023 marks the second year of the legislative requirement for an Irish Company with more than 250 employees to publish its gender pay gap data.

At Virgin Media Ireland we remain committed to a culture of inclusivity, internally through a variety of initiatives and ways of working and externally through our various platforms. We take the gender pay requirements seriously and our 2023 report illustrates step changes in our progress.

Calculating the Gender Pay Gap means we are legally required to follow a set of specific government guidelines and definitions outlined on page 3.

It's important to highlight that 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.



The guidelines and definitions



Snapshot date:

The selected date upon which to report on all employees within the organisation, in our case, June 30th 2023



Ordinary Pay:

By law, we are required to include normal salary, allowances, overtime pay and pay for leave in this calculation



Bonus Pay:

The legal requirement for calculating bonus pay includes bonus, incentives, commission and equity



Hourly Pay:

The government definition is such that this calculation is made up of ordinary pay + bonus pay

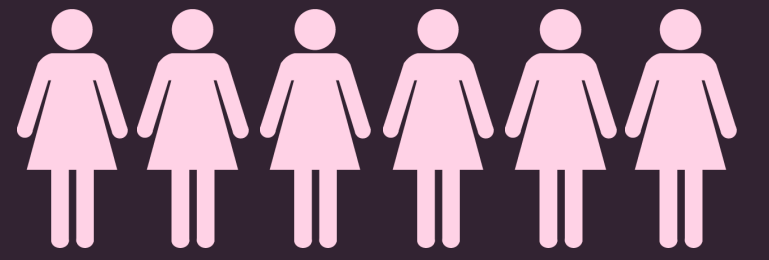
Mean Gender Pay Gap

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/woman standing in the middle of the line

Lowest Paid

Median

Highest Paid



Our gender pay gap data 2023

Pay Quartiles

Pay Quartile	% of Men		% of Women	
	2022	2023	2022	2023
Upper	65.77%	64.11%	34.23%	35.89%
Upper Middle	70.85%	71.37%	29.15%	28.63%
Lower Middle	56.05%	51.61%	43.95%	48.39%
Lower	40.36%	42.74%	59.64%	57.26%
Overall	58.25%	57.46%	41.75%	42.54%

Gender Pay Percentage Differential

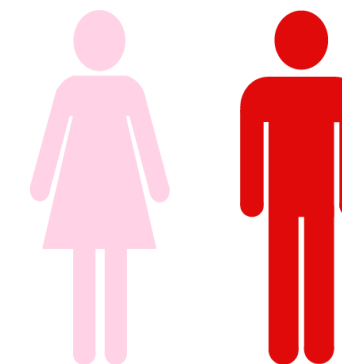
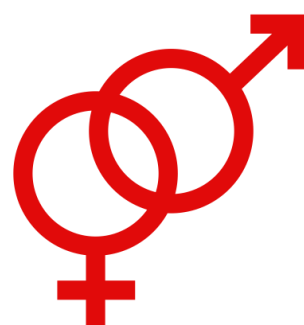
	2022	2023
Mean Hourly Pay	21.64%	20.44%
Median Hourly Pay	22.71%	19.58%
Mean Bonus Pay	62.92%	64.37%
Median Bonus Pay	47.43%	36.73%
Part Time Mean Hourly Pay	0.23%	2.67%
Part Time Median Hourly Pay	12.88%	10.65%

Bonus Recipients

	Men		Women	
	2022	2023	2022	2023
	29.7%	29.5%	43.5%	43.1%

Benefit in Kind Recipients

	Men		Women	
	2022	2023	2022	2023
	97.1%	93.3%	95.2%	89.1%



Our Progress

Our 2023 Gender Pay Gap Report shows progress including:

10.5%

Improvement in our median bonus pay gap

2%

Improvement in our median hourly part time pay gap

3%

Improvement in our median pay gap

1%

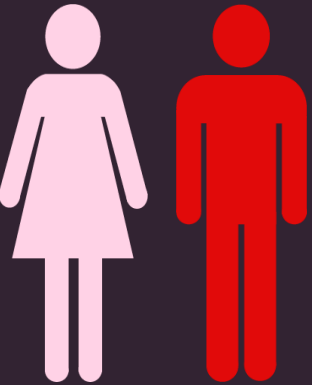
Improvement in our mean pay gap

2%

Improvement in our ordinary pay gap

1%

Improvement in the number of women in higher earnings quartiles



Understanding our data and progress

Whilst we are making progress, our analysis tells us that our gender pay gap is influenced by a variety of factors.



Gender representation in the higher quartiles and senior roles has a bearing on our pay gap, but it is moving in the right direction and we have seen more women move into the higher quartiles this year.



External and societal factors still influence the gender representation in our Technical function where we have our largest population of people, an area traditionally over-represented by men.



Higher than average tenure of men in areas such as our large Technical Function, contributes to higher salaries and therefore the gender pay gap. Attrition in this area is also low, which influences progress in this area.



Different categories of bonus such as commission schemes in the lower quartiles versus bonus schemes in the upper quartiles are creating a differential. Again, we have made good progress in this area, but we know that there is a gender imbalance in senior roles which is a driver of the bonus pay gap.

Understanding our actions

While our pay gap figures are improving, we continue to take our commitment to equality, fairness and belonging seriously. We know there is still work to be done to make even more positive changes over time.



Our DEI strategy continues to focus on increasing women representation right across our business



Our Talent Strategy focuses on a conscious inclusion approach, we use specialised tools to ensure our job specs are gender impartial, as well as ensuring diversity in our hiring panels. By attending Women in STEM events we aim to encourage more women into our field.



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. 100% of our delegates on our high performing talent programmes this year were women.

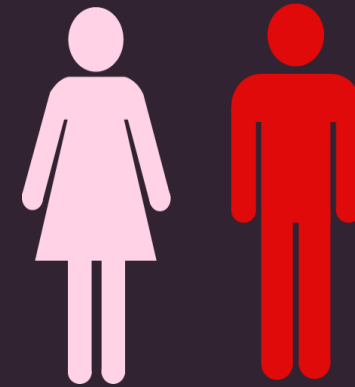


Our Reward Strategy includes an inclusive employee value proposition, with enhanced maternity leave provisions, toolkits for Menopause support, and provisions for Fertility Treatment leave, supplemented with guidelines to proactively support long term hybrid and flexible working arrangements.

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 are focusing on new ways to attract women into areas of our business where they are under-represented. We have committed to Women in STEM events to encourage more women into our industry and on greater gender balance in our graduate scheme intake.

We continue our drive towards greater women representation at senior levels to ensure a better balance. Our investment and sponsorship of WICT (Women in Cable and Technology) in Ireland is testament to this.

Our Belonging (DEI) strategy ensures a working environment where everyone can thrive, aiming to remove systemic barriers and make greater progress. Our investment in training for our Belonging teams will provide greater emphasis, focus and creativity in this space.

We are taking 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 actively ensure that there is equitable representation on development programmes to support this.

We will continue to ensure that the right governance remains in place. Our continued focus on fair pay assesses that proposed salaries are in line with market benchmarks.



Virgin Media Ireland

December 2023

