

# Virgin Media Gender Pay Gap Report 2018



Approx 12,300 Virgin Media UK employees

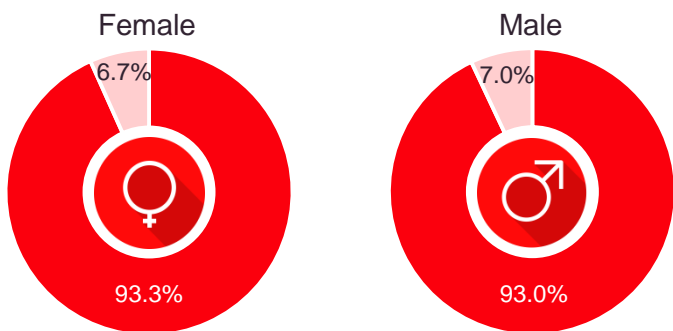
From 5<sup>th</sup> April 2017 any UK company employing more than 250 employees were required to publish their gender pay gap data. This is Virgin Media's second report. Gender pay shows the difference in average pay between all men and women in a company.

## Our results

- Last year Virgin Media was one of the first companies in the UK to go early and publish our 2017 gender pay gap data. We explained the journey we are on to close the gender pay gap, improve gender parity and ensure more opportunities exist for female talent to join Virgin Media, stay with us and develop their careers with us. This journey continues.
- In the past twelve months a significant amount of work has taken place to close the gender pay gap and continue to create an inclusive culture which values difference, enabling our people to be themselves, participate fully and reach their full potential.
- In 2018 we successfully launched our Women in Field program to attract and hire more field based female technicians. Virgin Media was the first company in the UK to launch its part time apprenticeship scheme. We've introduced female short lists for senior hires, which has increased the population of senior female leaders in the company.
- Our 2018 report shows a median (middle) gender pay gap of 13.8% (17.4% in 2017) and a mean (average) gender pay gap of 10.0% (9.0% in 2017).
- We are pleased that the median gap has reduced and continue to work hard to close the pay gap whilst increasing female representation across the organisation.

## Proportion of employees receiving 2017 bonus

■ Bonus eligible  
■ Non bonus eligible



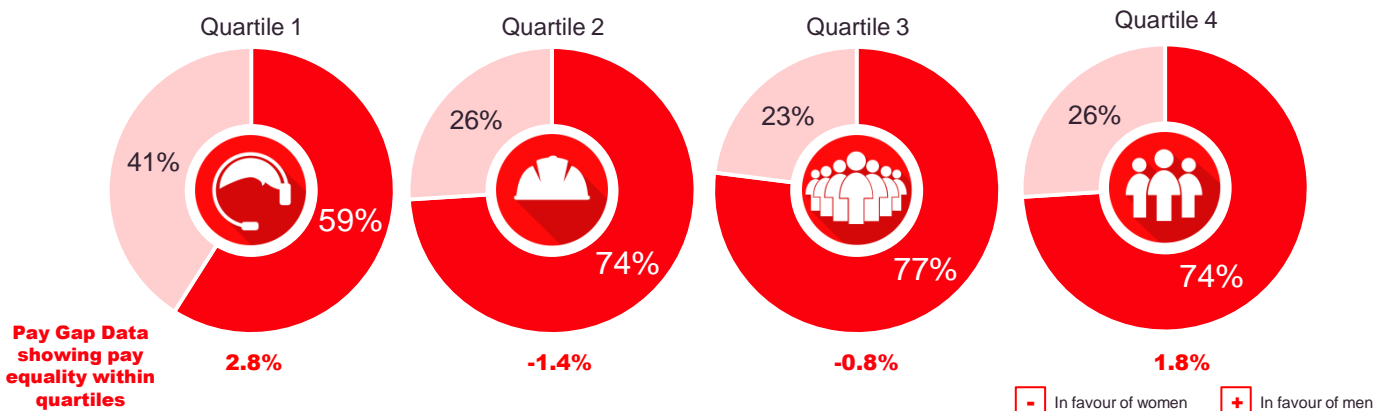
## Pay & bonus

| Difference between men and women | Mean  | Median |
|----------------------------------|-------|--------|
| Gender Pay Gap                   | 10.0% | 13.8%  |
| Gender Bonus Gap                 | 10.1% | -8.9%  |

## Pay quartiles

Our UK employee base split equally between 4 quartiles junior (quartile 1) to senior (quartile 4)

■ Male ■ Female



## We will make a difference by:

- Attract** **Recruiting and investing in awesome talent from a range of backgrounds**
  - Build long term relationships with schools and colleges through our STEM ambassador programme to encourage more females to study Science, Technology, Engineering and Maths (STEM) subjects and to enter related careers
  - Continue to target female talent for roles, with every senior management shortlist of three to include at least one woman and all other roles to have 40% female on shortlists
- Develop** **Equip and empower our leaders to own and drive inclusion**
  - Up skill our leaders and line managers through our Essentials programme development courses to own and drive inclusion in their respective business areas
  - Showcase our talent, creating relatable role models and mentors for our female talent to connect with and aspire to
- Nuture** **Making inclusion part and parcel of everyday life**
  - Goal of 50:50 balance of men and women across all levels by 2025. Measure our success through core KPIs focused on attracting, promoting and retaining female talent.

Tom Mockridge –  
Chief Executive Officer,  
Virgin Media

Catherine Lynch –  
Chief People Officer,  
Virgin Media