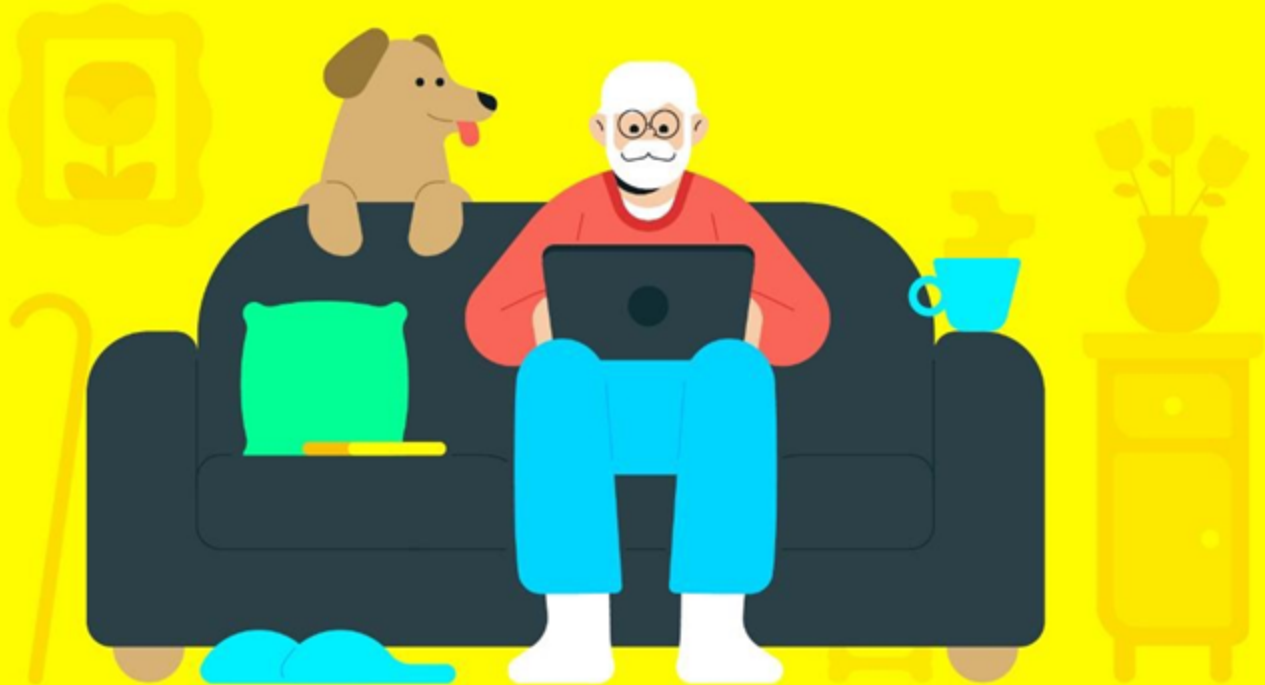


TalkTalk Gender Pay Gap

Published - April 2024
Snapshot – April 2023

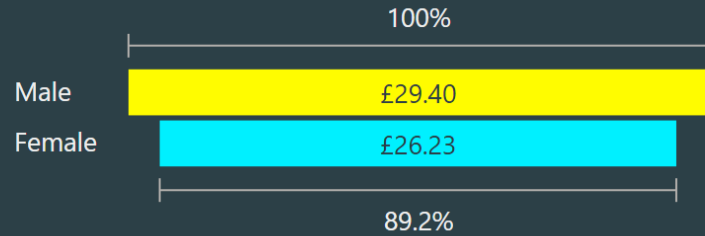




Gender Pay and Bonus Gap Data

Hourly Pay Calculations

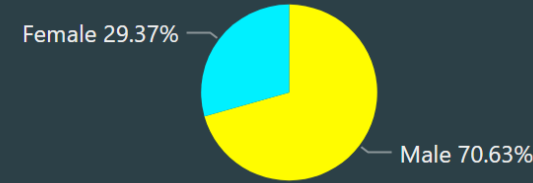
Mean of Hourly Pay



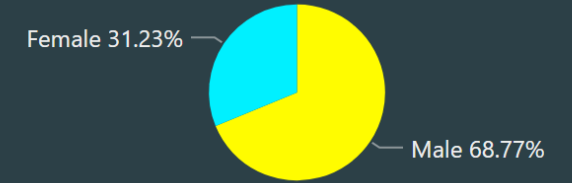
Gender Mean Pay Gap

10.78% ↑

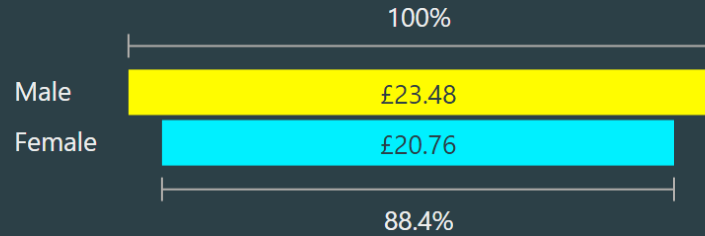
Top Quartile



Upper Middle Quartile

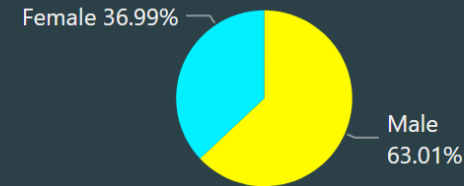


Median of Hourly Pay

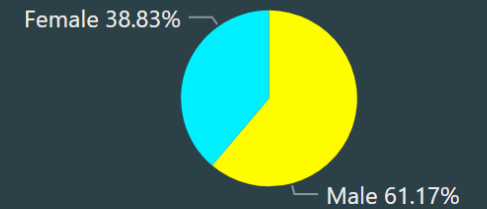


Gender Median Pay Gap
11.6% ↑

Lower Middle Quartile



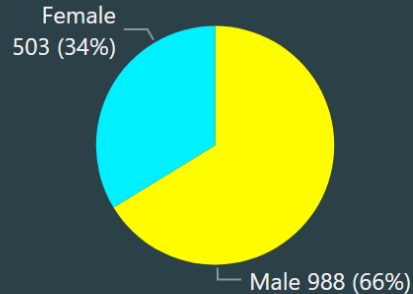
Bottom Quartile



Last year: 8.57%

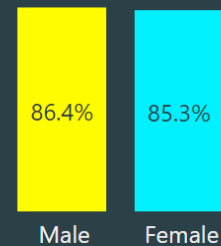
Demographics

Gender Split Overall



Bonus Calculations

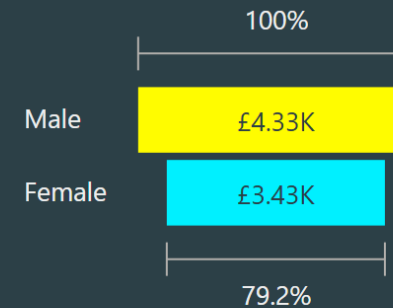
Employees Paid a Bonus



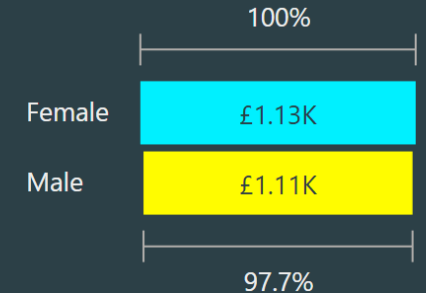
Gender Mean Bonus Gap
20.8% ↓

Gender Median Bonus Gap
-2.4% ↑

Mean Annual Bonus



Median Annual Bonus



BEHIND THE GAP

Pay Gap

Bonus Gap



Our mean and median pay gap has widened
Was 8.57 **Now 10.8%** [mean] and Was 7.61 **Now 11.6%** [median]



Our median bonus gap is the narrowest seen since reporting started.
-2.4% [median]



'Unsociable hours/patterns' are a factor in the pay gap. Fewer women take on roles with these pay premiums.



Roles with high 'sales related bonus' earning potential are a key cause of the mean bonus gap.
+20.8% [mean]



Our pay gaps reduce as roles become more senior, and more women are represented in the upper pay quartiles than before.



We reflect external trends in our proportion of women to men in B2B sales (c25%²), and note that a lack of women in senior sales leadership roles impacts our bonus gap.



Representation of men and women is 'typical' of the industry¹, but we are pushing boundaries at senior levels and with high skill hires.

1.Deloitte (2022) Women in the tech industry: Gaining ground, but facing new headwinds
2..HBR (2020) Why Women Are the Future of B2B Sales

Attract: Female representation across the business

We've joined Ofcom (our regulator) and six of our competitors in signing a pledge to take action to increase senior representation of women in technology-based roles over the next three years. Our sector has been historically male-dominated – particularly in more senior technology-based positions and we know that having a talented, diverse workforce to meet the technological demands of an increasingly digital world, is crucial to the future success of telecoms.

We pride ourselves on our inclusive culture and we know that experiencing the 'feel' of an organisation starts for all colleagues even before they even join us. We consider the employee experience from the very start and regularly review our recruitment process/policies.

A couple of years ago we launched our popular Women in Leadership Apprenticeship. The first cohort of this apprenticeship is finishing, and we have seen great success in women moving into senior roles at a 'Head of' level and look forward to seeing future leaders emerge year on year.

Engage: Developing female talent

As the creators of the annual TalkTalk North West Women in Tech awards, we continue to celebrate and champion the many incredible achievements of women in our sector. 2023 saw our third year of hosting the awards showcasing the breadth of inspirational female talent working in the sector across the region.

Our internal Women in Tech Network have been active and growing both internally and externally. Recently the Women In Tech team have been creating a mentoring programme for women and they hold 'Caffeine and Collab' sessions regularly to discuss the barriers women face in the workplace. They were shortlisted for the Outstanding Diversity Network Award from Inclusive Companies in 2023.

Social Change: Inspire future talent

TalkTalk Group has created partnerships with some of the UK and North West leading organisations who seek to increase inclusivity for women in Technology. Over the last year, TalkTalk Group:

- Partnered with 'She Leads for Legacy', through which we support Black women into senior manager positions.
- Was part of the North West Tech Talent Consortium, EY Foundation, 'Girls' Network' and 'Girls in Tech' programme to tackle the next generation of talent gap.
- Was a sponsorship partner for Reframe for Women In Tech Conference.

Promoting inclusion and support for women through our People Policies is well established in TalkTalk. Breaking the taboo of subjects such as Menopause has been a focus of recent years, and we have worked closely with our employee networks to refresh policy language to ensure inclusivity for all.

In 2023 we also launched our Future Fibre Fund through which Women-led charities in Greater Manchester and Leeds can now apply for up to £5,000 to help with the work they are doing in the community.