

# TalkTalk Gender Pay Gap

Published - April 2025  
Snapshot – April 2024



This information is true and  
accurate as of April 2024:

A stylized signature of Susie Buckridge in blue ink.

Susie Buckridge  
Chief Executive Officer

**TalkTalk**  
For Everyone

# Gender Pay and Bonus Gap Data

## Hourly Pay Calculations

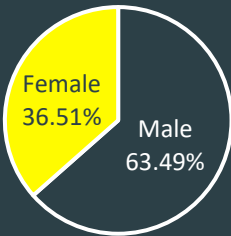
### Mean Gender Pay Gap



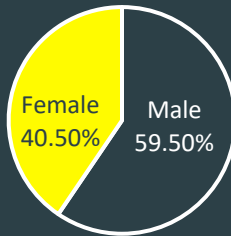
Gender Mean Pay Gap

6.82%

### Top Quartile



### Upper Middle Quartile



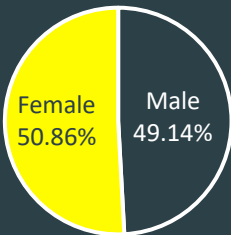
### Median Gender Pay Gap



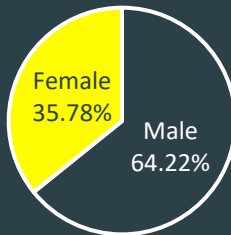
Gender Median Pay Gap

8.00%

### Lower Middle Quartile

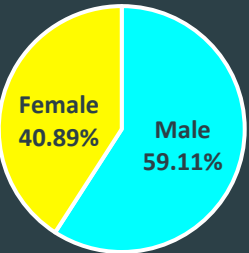


### Bottom Quartile



## Demographics

### Overall Gender Split



## Bonus Calculations

Gender Mean Bonus Gap

45.8%

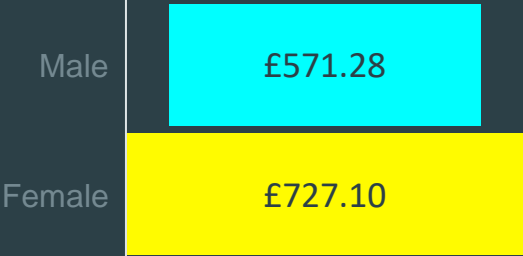
Gender Median Bonus Gap

-27.28%

### Mean Bonus Gap



### Median Bonus Gap



We are pleased to share our first Pay Gap Report as TalkTalk Telecom Limited. 'TalkTalk Group' has a long-standing history of Pay Gap reporting, however following the transfer of c500 colleagues from TalkTalk Group Limited to TalkTalk Telecom Limited in March 2024, this is our first opportunity to report as a brand-new business.

Our mean pay gap (the difference between the mean hourly pay of men, and the mean hourly pay of women) is 6.82% and our median pay gap (the difference between the hourly pay of the median man and the hourly pay of the median woman) is 8.00%. As a new stand-alone business our mean pay gap is lower than last year's TalkTalk Group Limited mean gap of 11.6% but we will commit to and focus our work to reduce this gap further.

Following our demerger from TalkTalk Group Limited, the demographics of our business functions have changed. We recognise that types of roles within our business, and the gender representation within them, impact our gender pay gaps. Whilst we know that there are societal factors which can influence the gender split within roles, we remain advocates for the development and progression of women at all levels in TalkTalk.

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## MAKING A DIFFERENCE

For continued retention and attraction of female talent across all business areas/levels, we invest in People Leaders to enhance our hiring process. We have established e-learning on unconscious bias and are developing more in-person workshops. In addition, an internal Aspire Leadership programme.

We also continue to focus on enhancing skills and confidence for our female talent – empowering them to move into leadership roles. We do this by supporting them through L3 and L5 qualifications e.g. the Women in Leadership Apprenticeship with Raise the Bar. We proactively assess and monitor our pay practices and policies to strengthen our commitment and focus to closing this gap.

We are incredibly pleased to be ranked again in the Inclusive Companies Top 50 this year, which highlights our commitment to inclusion, demonstrates our company values (We Care, We Challenge, We Commit) and enhances our EVP.