

---

This narrative sets out an overview of the UK gender pay gap results for Verizon UK Limited for the snapshot date of 5th April 2022. The detailed results are attached to this report.

Verizon has a long standing commitment to paying employees equitably for performing similar work. The UK government's gender pay gap reporting requirements aggregate data for all jobs in a reporting entity so it does not compare how women and men that perform similar work are paid. We are working to increase the representation of women across the business and we acknowledge that our UK workforce has more men than women in higher-paying jobs in certain areas of our businesses and consequently, the current data reflects the existence of a pay gap.

## **OUR RESULTS**

In this report, "median" refers to the difference between the hourly earnings or bonus pay of each of the man or woman in the middle of a list ordered from highest to lowest and "mean" refers to the difference in average hourly rate of pay and bonus pay for men and women.

Below is a high level view of our results:

- The hourly pay gap result in April 2022 was **16.1%** mean and **12.6%** median, compared to 15.2% and 13.5% respectively in April 2021; and,
- The bonus pay gap result was **29.0%** mean and **17.3%** median compared to 30.7% and 13.3% last year.

As always in terms of the percentages of men and women who received bonuses, all of our UK-based employees are eligible to receive bonuses and the differences in the results are due to factors like the timing of when employees joined.

## **OUR ONGOING ACTIONS**

Although we have made some progress on our pay gap results since we started reporting in 2018, we still recognise that more needs to be done over the coming years to improve the representation of women across our UK business, especially in technical and senior roles in our UK workforce.

To achieve that, we will be reinforcing the steps we have taken so far. These include continuing to review and develop our diversity, equity and inclusion programmes, our family-friendly policies & benefits, our women's career programmes, and our training programmes, to work with our ERGs (such as WAVE, our Women's ERG, and PACT that represents our parents and carers), and we will maintain our efforts to support the hiring and retention of women at all levels of our UK business.

We are confident that our endeavours to attract, develop, retain and empower women in our UK workforce is providing a strong foundation for the future and that these efforts will continue to make Verizon a great place to work.

# April 5, 2022 Verizon UK Limited Gender Pay Report

Address: Reading International Business Park, Basingstoke Road, Reading, Berkshire, RG2 6DA  
Sector: Information and Communication

## HOURLY PAY

The Hourly Pay Gap is:	<b>12.6%</b> (median)	<b>16.1%</b> (mean)
------------------------	--------------------------	------------------------

## PAY QUANTILES

How many men and women are in each quarter of the employer's payroll?

Top quartile	<b>78.2%</b> Men	<b>21.8%</b> Women
Upper middle quartile	<b>75.4%</b> Men	<b>24.6%</b> Women
Lower middle quartile	<b>72.9%</b> Men	<b>27.1%</b> Women
Lower quartile	<b>65.7%</b> Men	<b>34.3%</b> Women

## BONUS PAY

The Bonus Pay Gap is:	<b>17.3%</b> (median)	<b>29.0%</b> (mean)
Who received bonus pay?	<b>97.3%</b> of Men	<b>96.6%</b> of Women

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Clare Aitkenhead  
Director

Verizon UK Limited

Reading International Business Park, Basingstoke Road, Reading, Berkshire RG2 6DA