



# Gender Pay Gap Report 2022





# Inclusion for all is core to Vodafone

**At Vodafone, we want all our people to grow and thrive in their careers, and inclusion and diversity is a key priority for us. Our global goal is for women to hold 40% of management and leadership positions by 2030 with current representation of 32.5%.**

In the United Kingdom, women make up 37.1% of our workforce of approximately 13,500 people. Our mean gender pay gap was calculated to be 10.4% this year (a slight increase from 9.6% in 2021 but lower than 12.0% in 2020). Our median gender pay gap was calculated to be 13.2% (a slight increase from our figures for 2021 of 12.4% but lower than 2020 at 16.8%). The slight increase in the gaps year on year reflects a higher proportion of women in our lowest paid roles compared to the prior year. Encouragingly, the proportion of women in the highest paid roles continues to increase year-on-year.

While we are making progress, there is more to do. Female employees earn less per hour than male employees, according to both the mean and median gender pay gap metrics. This is primarily due to comparatively higher levels of male representation in the most senior or specialist positions, and thus higher-paying roles.

In a post-pandemic world, it's more important than ever that our global and country policies promote equity and inclusion within Vodafone, especially because women, and particularly women of colour and those with disabilities, have been disproportionately negatively impacted by the pandemic's economic and social consequences.

Vodafone continues to offer policies to support all our employees. These include:

- Our global Parental Leave policy
- Our ReConnect Returner programme
- Our global Domestic Violence policy
- Our hybrid working policy supporting blended working opportunities
- Our menopause support and hormonal life stages strategy
- Our Grow programme, launched this year, gives employees greater opportunities for self-directed learning, skills assessment, and career development
- We also continue to build a greater understanding throughout the company and with our line managers regarding mental health
- We have developed our REACH equality action plan to support Black and Asian colleagues, particularly women, to thrive
- We have addressed local priorities in our markets such as baby loss and IVF

I am pleased that Vodafone has been recognised once again by the Bloomberg Gender-Equality Index as a leader in creating equity for women.

We are proud of the policies that we have put in place to support our employees. We remain committed to addressing female representation at senior levels and the gender pay gap.

## Statutory Declaration

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



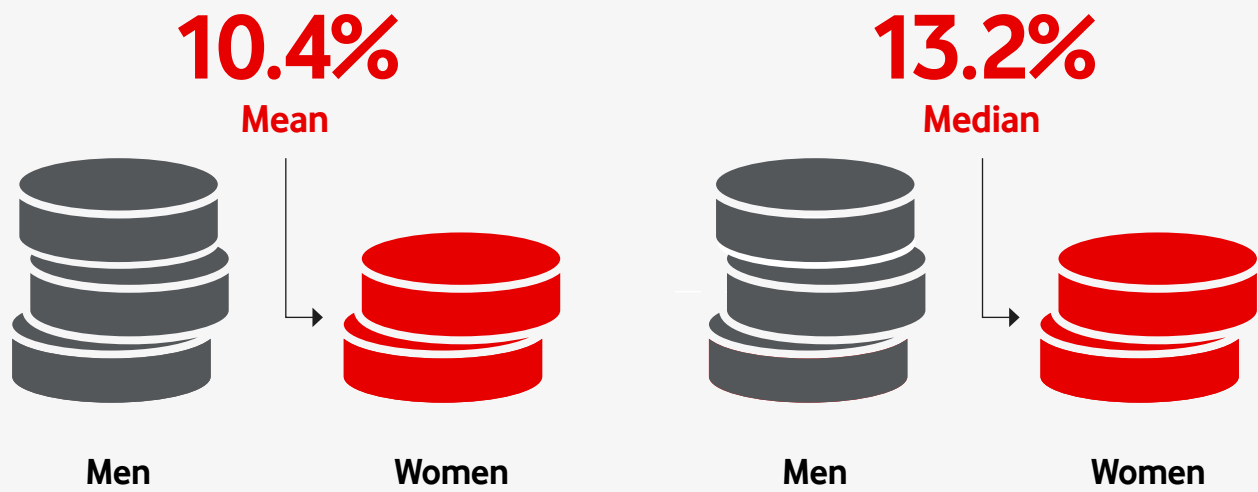
### Margherita Della Valle

Chief Financial Officer and  
Interim Chief Executive Officer,  
Vodafone Group PLC

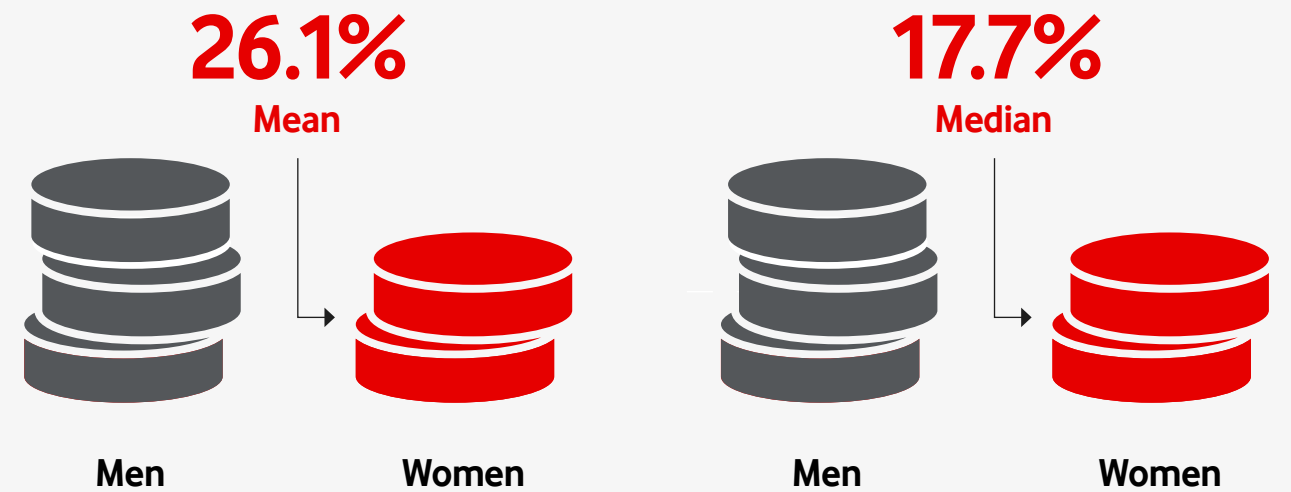
# Vodafone's UK Gender Pay Gap

Vodafone's gender pay gap is primarily a consequence of more men than women holding senior or specialist, and therefore higher-paid, roles.

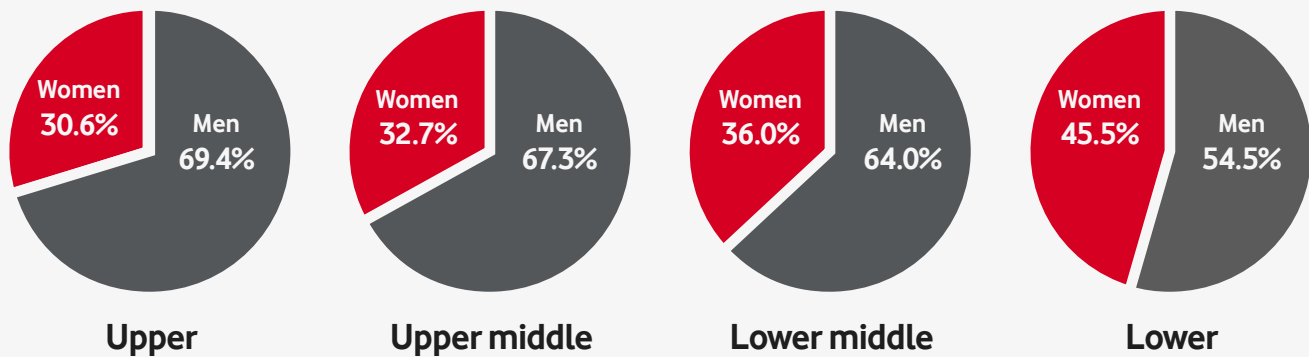
2022 Mean and Median Hourly Pay Gap



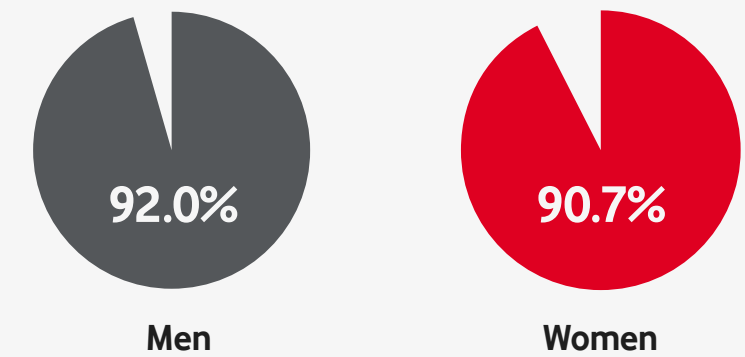
2022 Mean and Median Bonus Pay Gap



Proportion of employees in each pay band, by quartile



Percentage of employees receiving a bonus

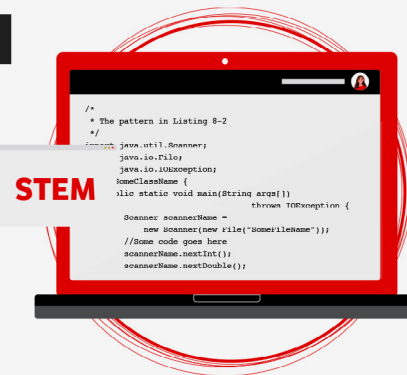




# Our Global Programmes

## YOUTH

#codelikeagirl  
workshops for  
1000 girls into  
STEM each year



Launched in **2017**

**50/50** Graduates hired  
globally each  
year since 2012

## FAMILY

Global  
maternity  
policy

Global  
parental  
leave policy



**16 Weeks paid**

Work four  
days, paid  
for five

## MENOPAUSE

Global Network

Impact at work  
research

Menopause  
e-learning

Menopause  
Toolkit

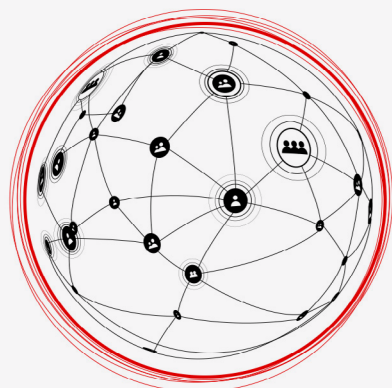
Global Support  
Program



## NETWORKS

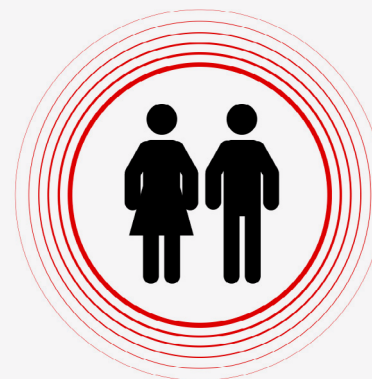
Women in

- Business
- Commercial
- Technology
- Corporate functions



## WITHSTANDER

Debiasing the recruitment process  
Challenge 4 Change Workshop  
Withstander Programme

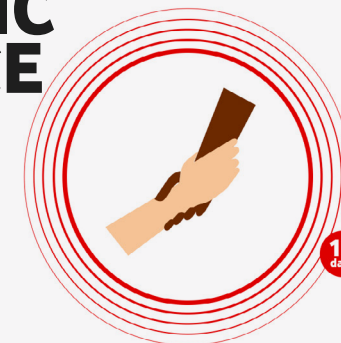


## DOMESTIC VIOLENCE & ABUSE

Apps Against  
Abuse

HR and Manager  
training-  
Recognise  
Respond Refer

Domestic  
Violence  
and Abuse  
support policy



## CAREER

Launched in  
**26** markets

**2017**

Transition  
back support

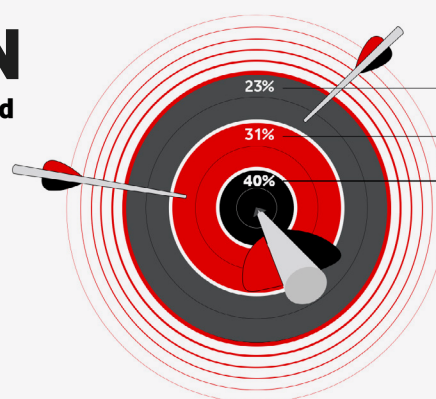
Management  
and frontline

Welcome back women

RE  
CONNECT

## WOMEN

in management and  
leadership roles



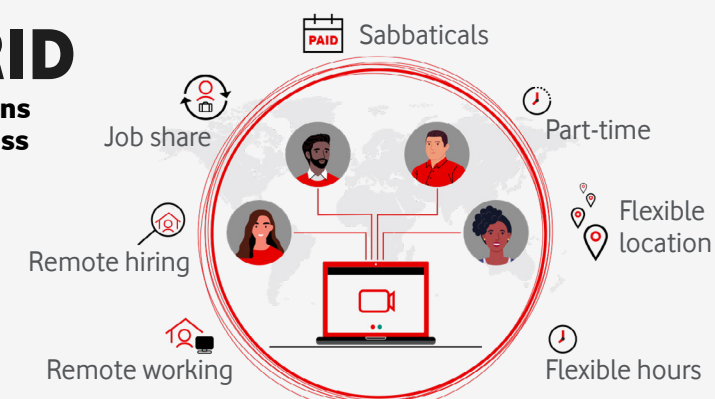
2010

2018

2030 Target

## HYBRID

working options  
available across  
markets





# Statutory Disclosure and Methodology

Vodafone’s gender pay gap metrics by entity

## Mean and median hourly pay gap

	Vodafone UK^ %	VGSL* %	VGEL %	VSSL %	Combined dataset 2022 %	Combined dataset from previous years			
						2021 %	2020 %	2019 %	2018 %
<u>Mean Hourly Pay Gap</u>	10.4	12.3	11.7	7.2	10.4	9.6	12.0	10.9	16.1
<u>Median Hourly Pay Gap</u>	17.9	9.0	10.7	11.8	13.2	12.4	16.8	19.1	21.8

## Proportion of employees in each pay band, by quartile

	Vodafone UK^ %		VGSL* %		VGEL %		VSSL %		Combined dataset 2022 %		Combined dataset from previous years							
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	2021 %		2020 %		2019 %		2018 %	
<u>Upper</u>	72.1	27.9	68.8	31.2	74.3	25.7	66.7	33.3	69.4	30.6	70.5	29.5	71.7	28.3	72.0	28.0	72.2	27.8
<u>Upper Middle</u>	70.1	29.9	67.7	32.3	61.8	38.2	75.0	25.0	67.3	32.7	67.1	32.9	69.2	30.8	69.8	30.2	71.1	28.9
<u>Lower Middle</u>	62.2	37.8	60.9	39.1	54.5	45.5	80.0	20.0	64.0	36.0	63.1	36.9	62.7	37.3	61.2	38.8	60.2	39.8
<u>Lower</u>	53.5	46.5	52.7	47.3	54.5	45.5	50.0	50.0	54.5	45.5	59.0	41.0	57.1	42.9	59.3	40.7	58.9	41.1

## Mean and median bonus pay gap

	Vodafone UK^ %	VGSL* %	VGEL %	VSSL %	Combined dataset 2022 %	Combined dataset from previous years			
						2021 %	2020 %	2019 %	2018 %
<u>Mean Bonus Pay Gap</u>	24.0	30.3	42.6	-4.9	26.1	26.3	29.9	37.0	43.2
<u>Median Bonus Pay Gap</u>	11.7	9.4	20.3	5.8	17.7	21.2	19.0	24.4	17.0

## Percentage of employees receiving a bonus

	Vodafone UK^ %	VGSL* %	VGEL %	VSSL %	Combined dataset 2022 %	Combined dataset from previous years			
						2021 %	2020 %	2019 %	2018 %
<u>Men</u>	91.8	92.0	94.9	95.2	92.0	91.8	90.1	87.9	88.8
<u>Women</u>	89.8	92.2	94.9	100.0	90.7	92.1	89.5	85.8	87.8

Vodafone has five legal entities in the UK, comprised of our UK local operating company and our UK-based employees in Vodafone Group. We follow the methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (‘the legislation’) and ACAS Managing Gender Pay Gap Reporting Guide.

We believe it is appropriate to provide a consolidated summary of all individuals employed on a UK employment contract with Vodafone paid through Vodafone UK payroll and therefore have also included Vodafone Sales and Services Limited (VSSL) and Vodafone Group Plc on this basis, despite not meeting the reporting threshold criteria.

The statutory figures for the in-scope legal entities (according to the relevant regulation) – Vodafone UK (or Vodafone Limited), Vodafone Group Services Limited (including Vodafone Group Plc) and Vodafone Global Enterprise Limited can be found here and individually on the government website, as required by legislation.

^ The legal entity name of Vodafone UK is Vodafone Limited \* Includes Vodafone Group Plc

