Gender Pay Gap Report 2022
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.
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

- **Women**: 10.4% Mean, 13.2% Median
- **Men**: 17.2% Mean, 20.5% Median

2022 Mean and Median Bonus Pay Gap

- **Women**: 26.1% Mean, 29.3% Median
- **Men**: 17.7% Mean, 20.5% Median

Proportion of employees in each pay band, by quartile

- **Upper**: Women 32.7%, Men 67.3%
- **Upper middle**: Women 36.0%, Men 64.0%
- **Lower middle**: Women 45.5%, Men 54.5%
- **Lower**: Women 30.6%, Men 69.4%

Percentage of employees receiving a bonus

- **Women**: 92.0%
- **Men**: 90.7%

Note: Data for each of our individual entities can be found on page 4
Our Global Programmes

**YOUTH**
- #codelikeagirl workshops for 1000 girls into STEM each year
- Graduates hired globally each year since 2012

**NETWORKS**
- Women in Business, Commercial, Technology, Corporate functions

**FAMILY**
- Global maternity policy
- Work four days, paid for five
- Global parental leave policy

**WITHSTANDER**
- Debiasing the recruitment process
- Challenge 4 Change Workshop
- Withstander Programme

**MENOPAUSE**
- Global Network
- Work four days, paid for five
- Impact at work research

**DOMESTIC VIOLENCE & ABUSE**
- Apps Against Abuse
- HR and Manager training Recognise Respond Refer

**CAREER**
- Transition back support
- Management and frontline
- Welcome back women

**WOMEN**
- in management and leadership roles
- 2010 - 2018 - 2030 Target

**HYBRID**
- Job share
- Part-time
- Remote working
- Flexible hours
- Sabbaticals
- Remote hiring
- Flexible location
**Statutory Disclosure and Methodology**

**Vodafone’s gender pay gap metrics by entity**

### Mean and median hourly pay gap

<table>
<thead>
<tr>
<th></th>
<th>Vodafone UK* %</th>
<th>VGSL*%</th>
<th>VGEL %</th>
<th>VSSL %</th>
<th>Combined dataset 2022 %</th>
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</thead>
<tbody>
<tr>
<td><strong>Mean Hourly Pay Gap</strong></td>
<td>10.4</td>
<td>12.3</td>
<td>11.7</td>
<td>7.2</td>
<td>10.4</td>
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<td><strong>Median Hourly Pay Gap</strong></td>
<td>17.9</td>
<td>9.0</td>
<td>10.7</td>
<td>11.8</td>
<td>13.2</td>
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### Proportion of employees in each pay band, by quartile

<table>
<thead>
<tr>
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<th>Vodafone UK* %</th>
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<tbody>
<tr>
<td><strong>Upper</strong></td>
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<tr>
<td>Men</td>
<td>72.1</td>
<td>68.8</td>
<td>74.3</td>
<td>66.7</td>
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<tr>
<td>Women</td>
<td>27.9</td>
<td>31.2</td>
<td>25.7</td>
<td>33.3</td>
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<tr>
<td><strong>Upper Middle</strong></td>
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<tr>
<td>Men</td>
<td>70.1</td>
<td>67.7</td>
<td>61.8</td>
<td>70.0</td>
<td>67.3</td>
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<tr>
<td>Women</td>
<td>29.9</td>
<td>32.3</td>
<td>38.2</td>
<td>25.0</td>
<td>32.7</td>
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<tr>
<td><strong>Lower Middle</strong></td>
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<tr>
<td>Men</td>
<td>62.2</td>
<td>60.9</td>
<td>54.5</td>
<td>80.0</td>
<td>64.0</td>
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<td>Women</td>
<td>37.8</td>
<td>39.1</td>
<td>45.5</td>
<td>20.0</td>
<td>36.0</td>
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<td><strong>Lower</strong></td>
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<tr>
<td>Men</td>
<td>53.5</td>
<td>52.7</td>
<td>54.5</td>
<td>50.0</td>
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<tr>
<td>Women</td>
<td>46.5</td>
<td>47.3</td>
<td>45.5</td>
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### Mean and median bonus pay gap

<table>
<thead>
<tr>
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<td><strong>Mean Bonus Pay Gap</strong></td>
<td>24.0</td>
<td>30.3</td>
<td>42.6</td>
<td>-4.9</td>
<td>26.1</td>
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<tr>
<td><strong>Median Bonus Pay Gap</strong></td>
<td>11.7</td>
<td>9.4</td>
<td>20.3</td>
<td>5.8</td>
<td>17.7</td>
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### Percentage of employees receiving a bonus

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<th>Combined dataset 2022 %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Men</strong></td>
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</tr>
<tr>
<td>Women</td>
<td>91.8</td>
<td>92.0</td>
<td>94.9</td>
<td>95.2</td>
<td>92.0</td>
</tr>
<tr>
<td><strong>Women</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>89.8</td>
<td>92.2</td>
<td>94.9</td>
<td>100.0</td>
<td>90.7</td>
</tr>
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</table>

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

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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.
Visit our dedicated Gender Pay Gap webpage.