

Gender Pay Gap Report 2023





Inclusion for all is core to Vodafone

At Vodafone, we are committed to gender equality. Women hold over 34% of our management and leadership roles and we continue to make progress towards our global goal of 40% by 2030.

In the United Kingdom, women make up 37% of our workforce of approximately 13,000 employees and this year our mean gender pay gap has fallen to 9.0% (a decrease from 10.4% last year). The nature of the calculation means the gap can fluctuate year on year, influenced by changes in our business structure and the percentage of men and women at all levels and positions. The decrease this year is mainly driven by a 0.8% increase in female representation in the upper quartile to 31.4%.

We have made progress but recognise there is still more to do. Women continue to earn less per hour than men, 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.

Since our first Gender Pay Gap report in 2017, our mean hourly pay gap has reduced from 16.9% to 9.0% and our median gap has reduced by half (from 24.3% to 12.2%). One of the key drivers behind the improvement is the increase in women in the upper quartile, which has increased from 26.1% to 31.4% since 2017.

We remain focused on removing barriers to workplace equality so that Vodafone is the place for all our colleagues to thrive throughout their careers. Our global programmes support this ambition:

- Our global parental leave benefited over 3,900 colleagues. This figure includes over 2,300 women, 1,600 men (72% of which took 4 or more weeks of leave) including colleagues who identify as LGBT+.
- Our Early Careers Programmes aim for 50/50 hiring and 50% of graduate hires are women.
- Our external research¹ identified that 62% of women with symptoms of menopause found it impacted their work. Our global support for women experiencing menopause, includes a global toolkit, training, and support through existing policies.
- Our external research² showed that 1 in 3 workers are impacted by domestic violence. Our global policy sets out comprehensive workplace support and security measures for our employees.
- Our Global Withstander training has upskilled over 43,000 employees on how to become active allies by challenging negative and inappropriate behaviours when they witness them.
- Our Grow programme gives employees greater opportunities for self directed learning, skills assessment, and career development.

Our leadership team is accountable for diversity and inclusion in their own teams and we support leaders to develop inclusive leadership behaviours. Targets for women in management have been embedded in our long-term incentive plans for our senior leadership since 2020.

We remain committed to gender equality, increasing the representation of women in senior leadership roles and closing the gender pay gap. To learn more about our global work on Workplace Equality click [here](#).

¹[Menopause Research \(vodafone.com\)](#)

²[Domestic Violence and the workplace 2021 \(vodafone.com\)](#)

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

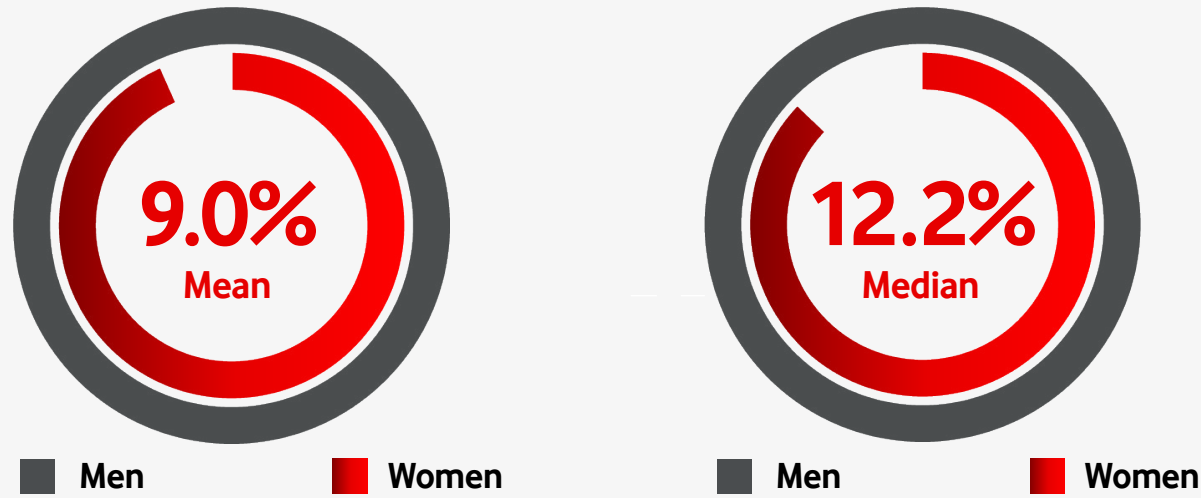
Group Chief Executive Officer
Vodafone Group PLC



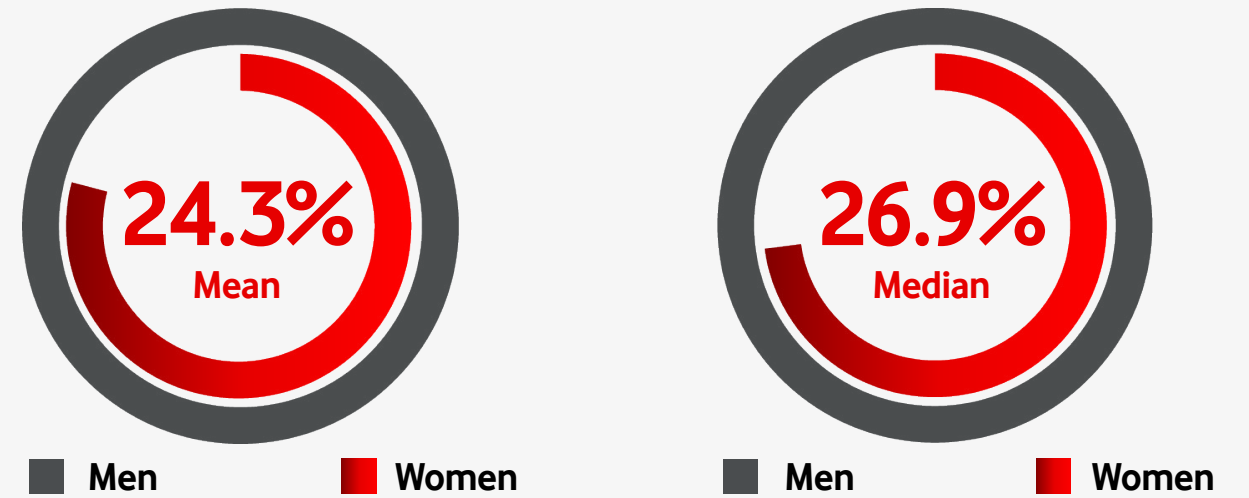
Vodafone's UK Gender Pay Gap

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

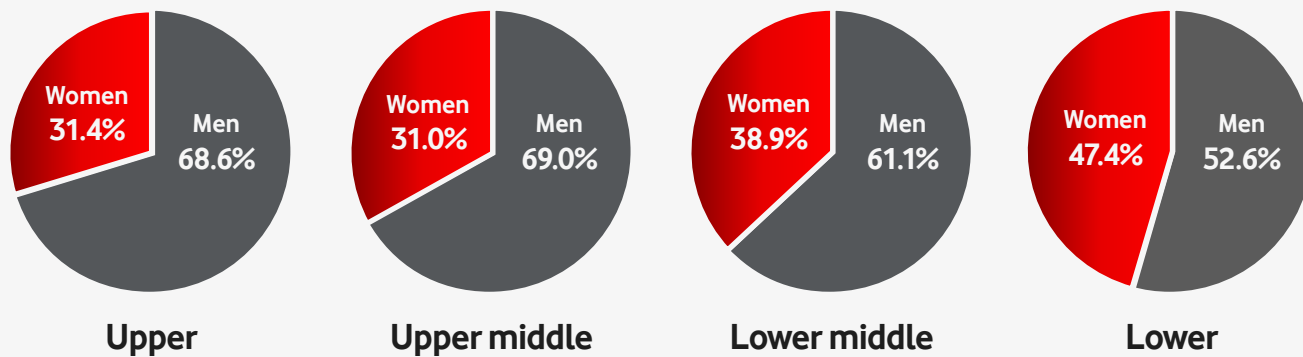
2023 Mean and Median Hourly Pay Gap



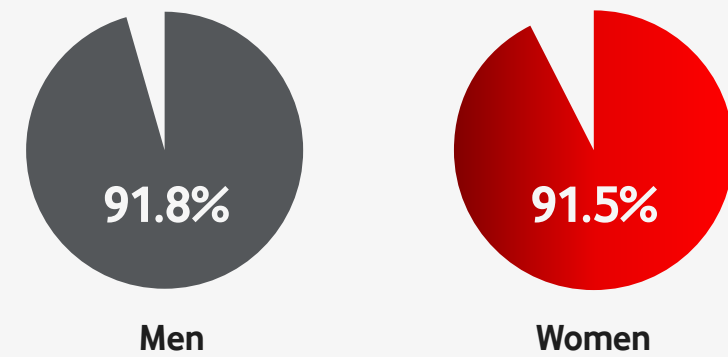
2023 Mean and Median Bonus Pay Gap



Proportion of employees in each pay band, by quartile



Percentage of employees receiving a bonus



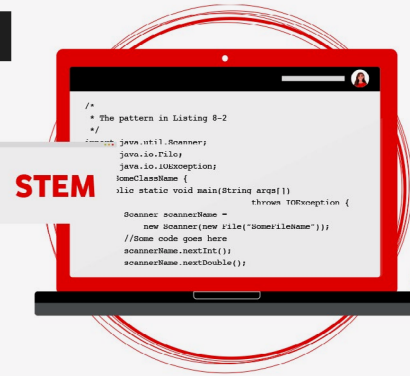
Note: Data for each of our individual entities can be found on page 4



Our Global Programmes

YOUTH

#codelikeagirl workshops for girls into STEM each year



50/50 Graduates hired globally each year since 2012

FAMILY

Maternity policy

Parental leave policy



16 Weeks paid

Work four days, paid for five

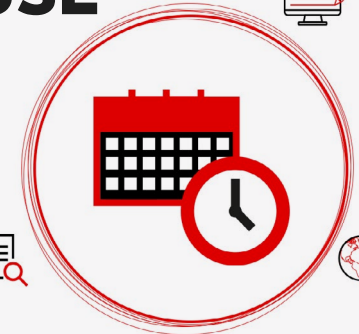
MENOPAUSE

Menopause e-learning

Menopause Toolkit

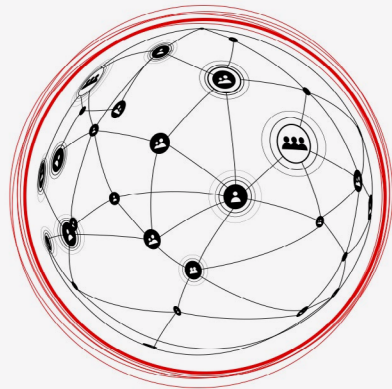
Impact at work research

Global Support Program



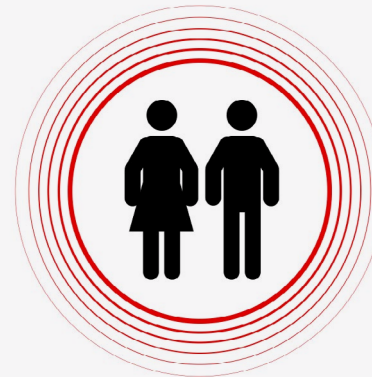
NETWORKS

- Business
- Commercial
- Technology
- Corporate functions



ALLYSHIP

Debiasing the recruitment process License2 Hire Withstander Programme



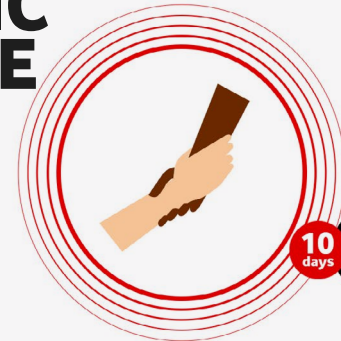
DOMESTIC VIOLENCE & ABUSE

Apps Against Abuse

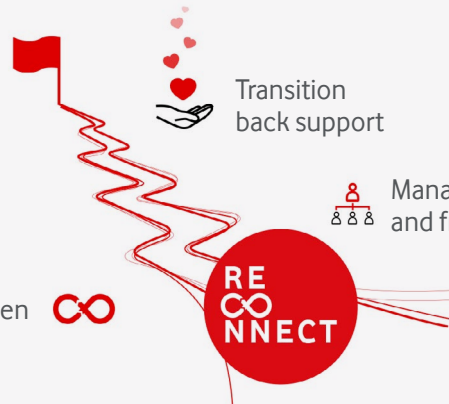
HR and Manager training- Recognise Respond Refer

10 days safe paid leave

Domestic Violence and Abuse support policy



CAREER



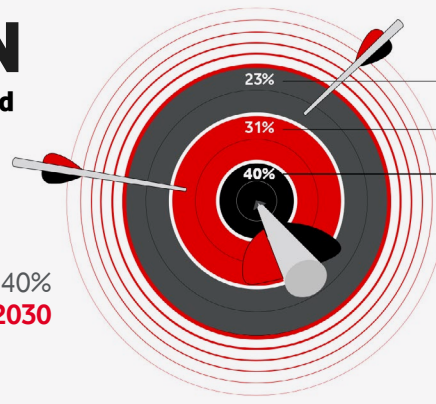
Transition back support

Management and frontline

Welcome back women

WOMEN in management and leadership roles

Our target is 40% by 2030

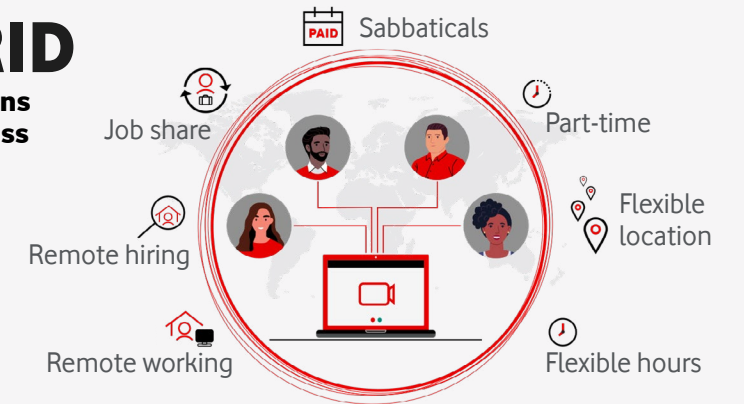


2010

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 2023 %	Combined dataset from previous years			
						2022 %	2021 %	2020 %	2019 %
Mean Hourly Pay Gap	9.8	8.4	17.6	8.3	9.0	10.4	9.6	12.0	10.9
Median Hourly Pay Gap	15.1	7.7	17.2	4.7	12.2	13.2	12.4	16.8	19.1

Proportion of employees in each pay band, by quartile

	Vodafone UK [^] %		VGSL* %		VGEL %		VSSL %		Combined dataset 2023 %		Combined dataset from previous years							
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	2022 %	2021 %	2020 %	2019 %				
Upper	69.1	30.9	66.3	33.7	77.5	22.5	77.8	22.2	68.6	31.4	69.4	30.6	70.5	29.5	71.7	28.3	72.0	28.0
Upper Middle	69.6	30.4	67.7	32.3	65.3	34.7	60.0	40.0	69.0	31.0	67.3	32.7	67.1	32.9	69.2	30.8	69.8	30.2
Lower Middle	61.9	38.1	59.4	40.6	50.7	49.3	90.0	10.0	61.1	38.9	64.0	36.0	63.1	36.9	62.7	37.3	61.2	38.8
Lower	52.2	47.8	53.3	46.7	56.9	43.1	40.0	60.0	52.6	47.4	54.5	45.5	59.0	41.0	57.1	42.9	59.3	40.7

Mean and median bonus pay gap

	Vodafone UK [^] %	VGSL* %	VGEL %	VSSL %	Combined dataset 2023 %	Combined dataset from previous years			
						2021 %	2021 %	2020 %	2019 %
Mean Bonus Pay Gap	28.8	20.7	49.8	0.6	24.3	26.1	26.3	29.9	37.0
Median Bonus Pay Gap	13.9	13.5	27.9	20.1	26.9	17.7	21.2	19.0	24.4

Percentage of employees receiving a bonus

	Vodafone UK [^] %	VGSL* %	VGEL %	VSSL %	Combined dataset 2023 %	Combined dataset from previous years			
						2022 %	2021 %	2020 %	2019 %
Men	90.8	94.0	96.1	96.2	91.8	92.0	91.8	90.1	87.9
Women	90.5	93.6	98.1	80.0	91.5	90.7	92.1	89.5	85.8

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

