

AT&T Communications and Corporate UK Pay Gap Report

2021*

*Data from 6th April 2020 - 5th April 2021
Warner Media UK divisions are not included in these figures

© 2022 AT&T Intellectual Property. AT&T and globe logo are registered trademarks and service marks of AT&T Intellectual Property and/or AT&T affiliated companies. All other marks are the property of their respective owners





We Stand for Equality at AT&T

Our society doesn't work if it doesn't work equally for all. That's why at AT&T, we are committed to Stand for Equality as one of our core values, and we believe we have a moral and business obligation to engage on the fundamental issues of equality and fairness.



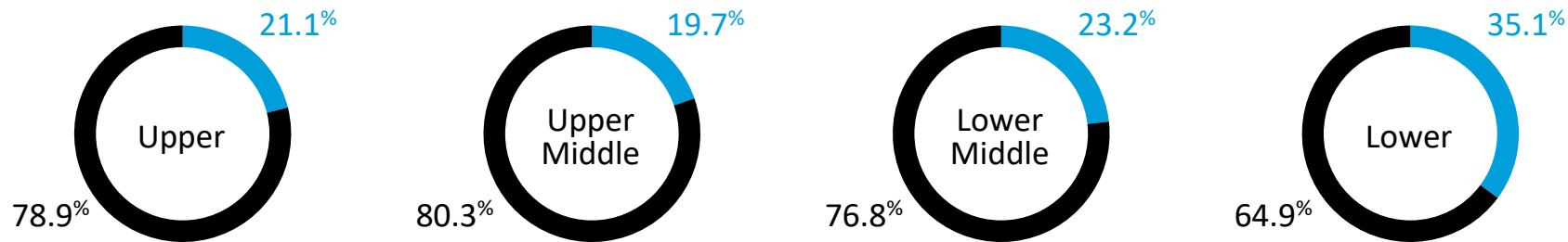
AT&T Communications and Corporate Organizations UK gender pay data as of 5th April 2021

The stats: AT&T in the UK

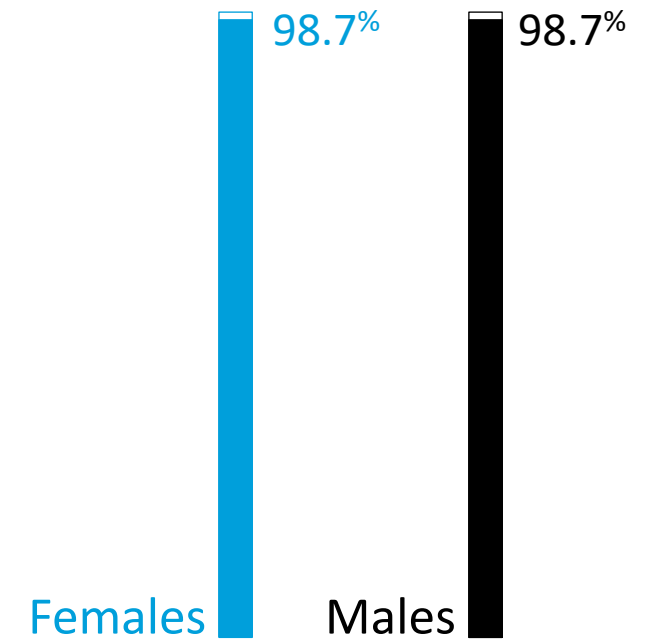
	MEAN	MEDIAN
Gender Pay Gap	12.6%	10.1%
Gender Bonus Gap	19.8%	18.4%

Proportion of females and males in each quartile pay band

● Females ● Males



Proportion of females and males at AT&T in the UK receiving a bonus payment in the bonus year 6th April 2020 to 5th April 2021





Stats for our main employing legal entities in the UK

AT&T Global Network Services (UK) B.V.

AT&T ISTEEL

At a glance

	MEAN	MEDIAN
Gender Pay Gap	5.7%	4.7%
Gender Bonus Gap	3.7%	4.3%

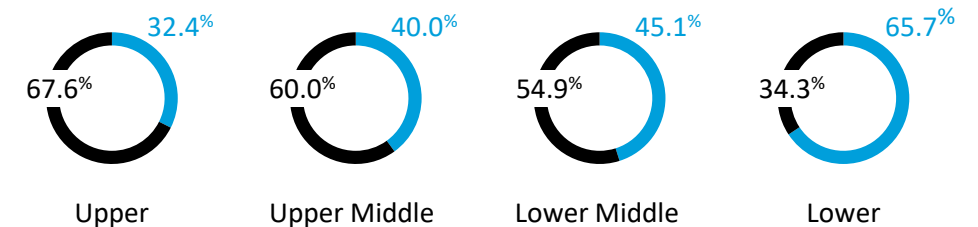
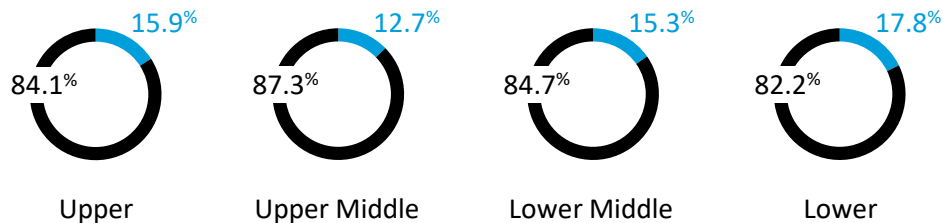
	MEAN	MEDIAN
Gender Pay Gap	18.3%	22.8%
Gender Bonus Gap	31.5%	39.1%

Proportion of females and males at AT&T receiving a bonus payment in the bonus year 6th April 2020 - 5th April 2021



Proportion of females and males in each quartile pay band as at 5th April 2021

● Females ● Males





Behind our numbers

The gender pay gap is the difference in average earnings between all men and women in an organization, regardless of their roles. It is based on a series of prescribed calculations set by the UK Government. The gender pay gap does not take into account whether employees hold similar jobs, have the same experience, have similar tenure, live in the same geographic area or work the same hours.

Our 2021 Gender Pay figures again show movement in a positive direction and are the lowest now since reporting commenced in 2017. The mean gender pay gap for our UK Workforce is 12.6 % and the median gender pay gap is 10.1%. This year, they again remain lower than the UK 2021 National figures published by the Office for National Statistics.

Despite a reduction in overall numbers of our UK workforce, recruitment continues and the workforce composition remains stable. We still see low attrition and high tenure rates continuing to demonstrate AT&T is an employer of choice.



What are we doing to ensure a diverse workforce in all jobs?

Visit AT&T's [Diversity & Inclusion](#) website for more information on our workforce diversity.

HIRING

Competitive, externally reviewed, market-based pay scales

Recruitment strategies to attract applications from diverse talent

Rigorous processes to ensure fairness in hiring and compensation

DEVELOPMENT & RETENTION

Employee Networks that focus on women, for personal and professional development

Mentoring programs, with many women participating

Reskilling program to train and prepare current employees for future STEM jobs

Flexible working arrangements and generous return to work benefits

THE NEXT GENERATION

External mentoring programs inspiring girls to enter traditionally male-dominated fields

Job shadowing, work experience and career skills workshops for students



We confirm that AT&T's gender pay gap data in this report is accurate.

Michael Springham
Director of AT&T ISTEEL and AT&T Global Network Services
(UK) B.V.

Julie Fowler
Assistant Vice President – International Human
Resources