

AT&T Communications UK Pay Gap Report

2019*

*Data from 6th April 2018 - 5th April 2019

Warner Media UK divisions are not included in these figures

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We stand for equality at AT&T

That commitment guides every interaction with our customers, our communities and one another. Whether our employees are building a better network, creating must-see entertainment, breaking the news or re-inventing advertising, they deserve an environment built on the belief that our differences make us stronger. And that's what we're committed to providing.

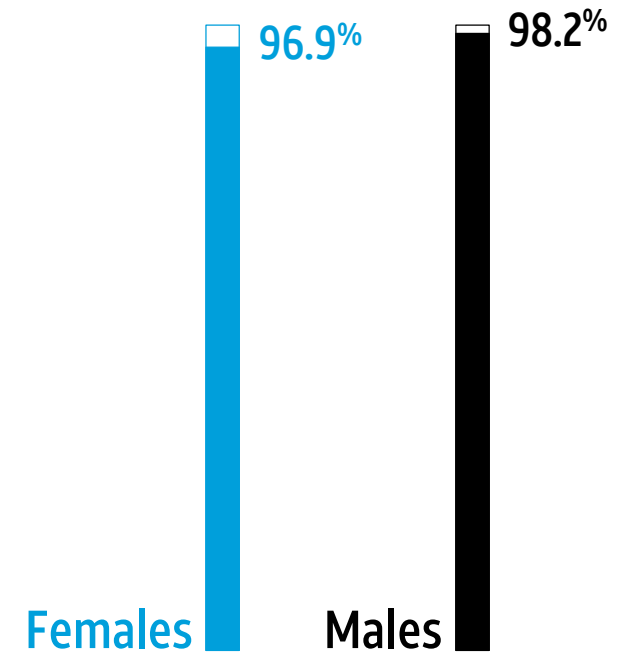


AT&T Communications UK gender pay data as of 5th April 2019

The Stats: AT&T in the UK

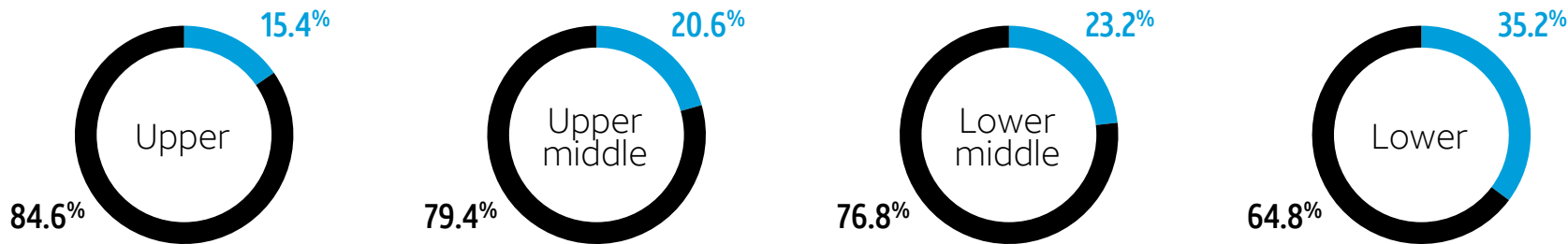
	MEAN	MEDIAN
Gender Pay Gap	17.6%	16.3%
Gender Bonus Gap	24.0%	28.1%

Proportion of females and males at AT&T in the UK receiving a bonus payment in the bonus year 6th April 2018 to 5th April 2019



Proportion of females and males in each quartile pay band

● Females ● Males



Stats for our main employing legal entities in the UK

The data for our main employing legal entities in AT&T Communications as of 5th April 2019*

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

AT&T ISTEEL

At a glance

	MEAN	MEDIAN
Gender Pay Gap	8.9%	8.3%
Gender Bonus Gap	7.4%	13.0%

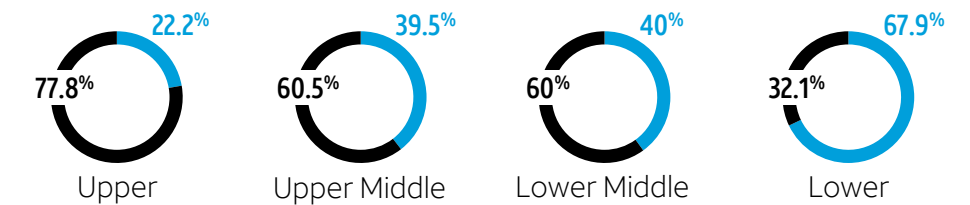
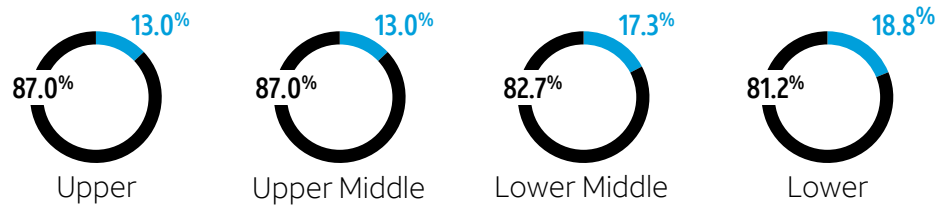
	MEAN	MEDIAN
Gender Pay Gap	25.8%	26.2%
Gender Bonus Gap	40.7%	45.6%

Proportion of females and males at AT&T receiving a bonus payment in the bonus year 6th April 2018- 5th April 2019



Proportion of females and males in each quartile pay band

● Females ● Males





Behind the 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 Government. The gender pay gap does not show differences in pay for comparable jobs. Therefore, even when pay is equal there may still be a gender pay gap.

As expected, our 2019 figures remain similar to those reported over the last two years and still close to the UK national figure of 17.3%. The composition of our workforce continues to remain relatively static, with little organic growth. Some M&A activity occurred in the reporting period which can change the makeup of employees in a way which is outside of the Company's control. Our UK employees continue to have low attrition rates and high tenure levels for both females and males – demonstrating that AT&T is a great place to work.



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

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Julie Fowler

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