

# AT&T UK Pay Gap Report

2022\*

\*Data from 6th April 2021 - 5th April 2022

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# We Connect People to Greater Possibility

At AT&T, our Purpose is to connect people to greater possibility. That starts by connecting our employees to fulfilling jobs that provide competitive pay and benefits to support their total wellbeing. We're committed to pay equity and we regularly review and adapt compensation when needed to ensure fair and equitable pay practices.



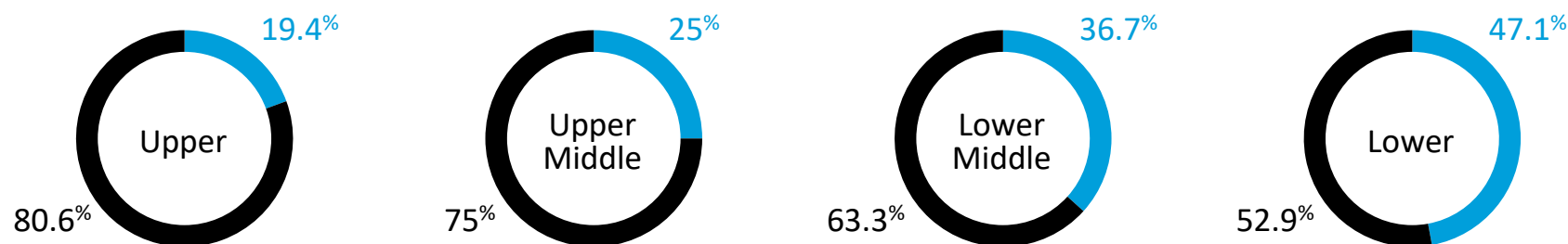
## AT&T UK Gender Pay data as of 5th April 2022

The stats:  
AT&T in the UK

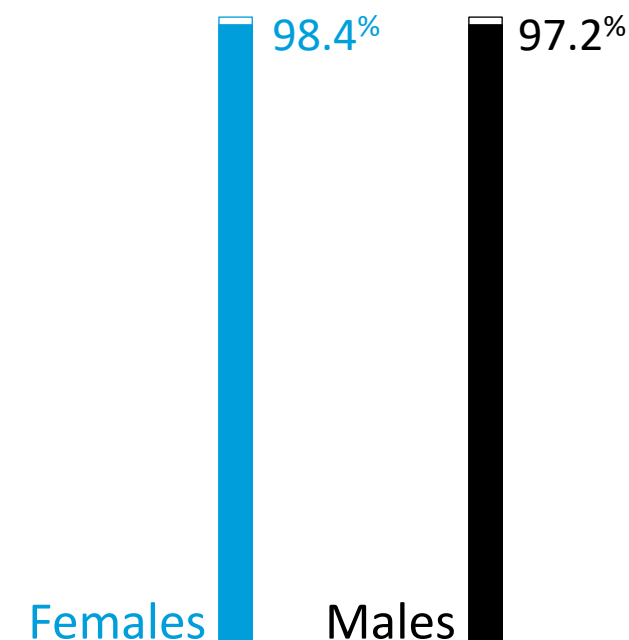
	MEAN	MEDIAN
Gender Pay Gap	18.4%	14.3%
Gender Bonus Gap	27.5%	30.6%

## 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 2021 to 5th April 2022





# 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	14.2%	10.6%
Gender Bonus Gap	29.5%	20.7%

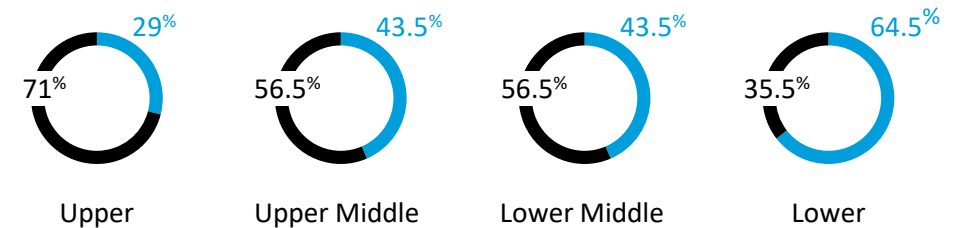
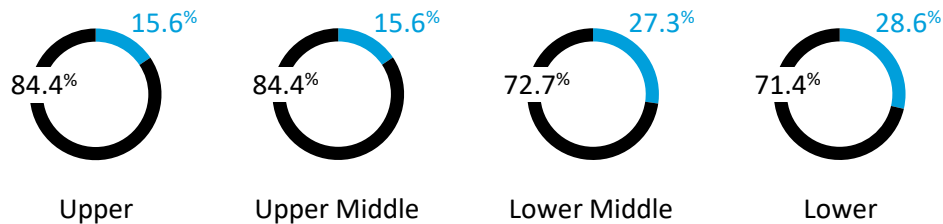
	MEAN	MEDIAN
Gender Pay Gap	16%	20.6%
Gender Bonus Gap	17.3%	27.5%

Proportion of females and males at AT&T receiving a bonus payment in the bonus year 6th April 2021 - 5th April 2022



Proportion of females and males in each quartile pay band as at 5th April 2022

● 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 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.

AT&T's employee population in the UK reduced significantly during the reporting period due to strategic outsourcing activities. This impacted our 2022 Gender Pay figures, although they remain similar or lower than when reporting commenced in 2017. The mean gender pay gap for our UK workforce is 18.4% and the median gender pay gap is 14.3%.

Despite this reduction in overall numbers of our UK workforce, recruitment continues. 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, Equity & Inclusion](#) website for more information.

## 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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(UK) B.V.

**Julie Fowler**  
Assistant Vice President – International Human  
Resources