

# AT&T Global Network Services (UK) B.V. Pay Gap Report

2023\*

\*Data from 6th April 2022 - 5th April 2023

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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.**

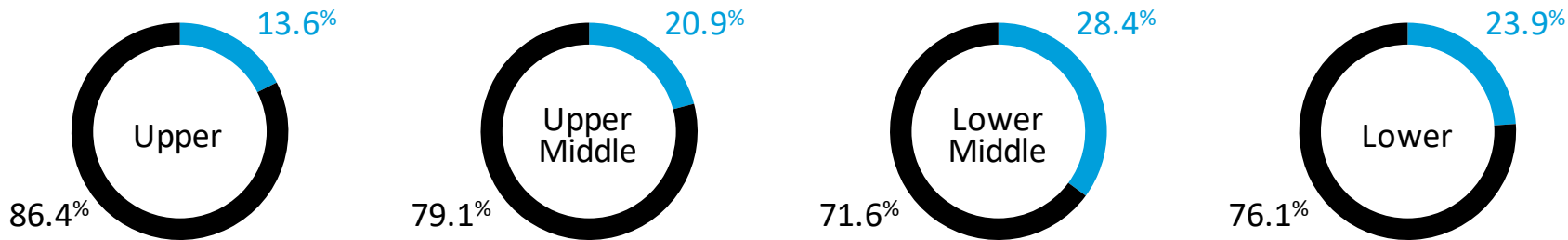
## AT&T Global Network Services (UK) B.V. Gender Pay data as of 5th April 2023

### At a glance

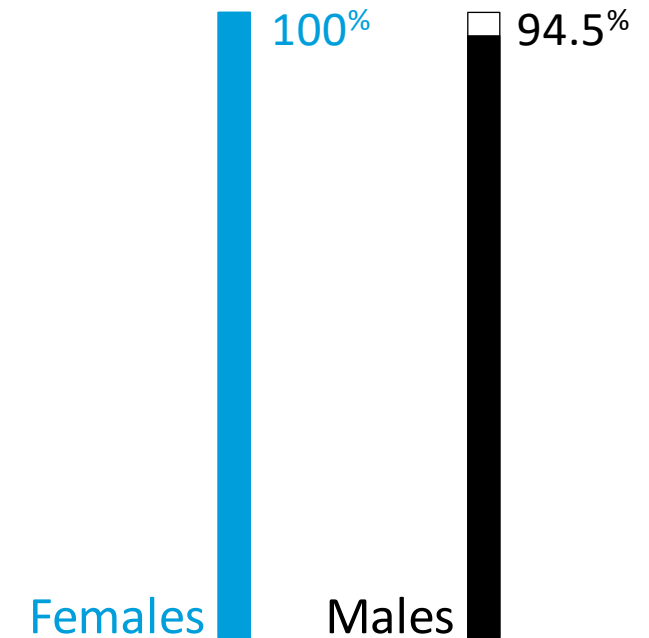
	MEAN	MEDIAN
Gender Pay Gap	5.8%	5.5%
Gender Bonus Gap	21.9%	16.9%

### Proportion of females and males in each quartile pay band as of 5th April 2023

● Females ● Males



Proportion of females and males at AT&T receiving a bonus payment in the bonus year 6th April 2022 - 5th April 2023





# 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.

As a result of reductions in employee numbers throughout the reporting period due to companywide strategic activities AT&T in the UK is now only required to report figures for its AT&T Global Network Services (UK) B.V legal entity. Our mean gender pay gap is 5.8% and the median gender pay gap is 5.5%. These figures are lower than when reporting commenced in 2017. Both figures are well below the figures produced by the Office of National Statistics.

Despite this reduction in overall numbers of our UK workforce, recruitment continues and the workforce composition remains stable. We still see low attrition rates 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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