



Gender pay gap report 2018

➤ Enter report

O₂ welcomes the legislation requiring organisations with over 250 employees to report their gender pay gap. We've put this report together to give even more detail about the data published on the government's website.



Introduction

At O₂, inclusivity sits at the heart of our organisation because we know it makes both human and commercial sense.

To do the right thing, we need to make sure that we are a reflection of our customers and the communities that we serve. It helps us build an understanding of how they think and feel, so we can work for them, always.

Ultimately, for us to make the right decisions for our customers, it's crucial that our workforce is as representative of them as possible.



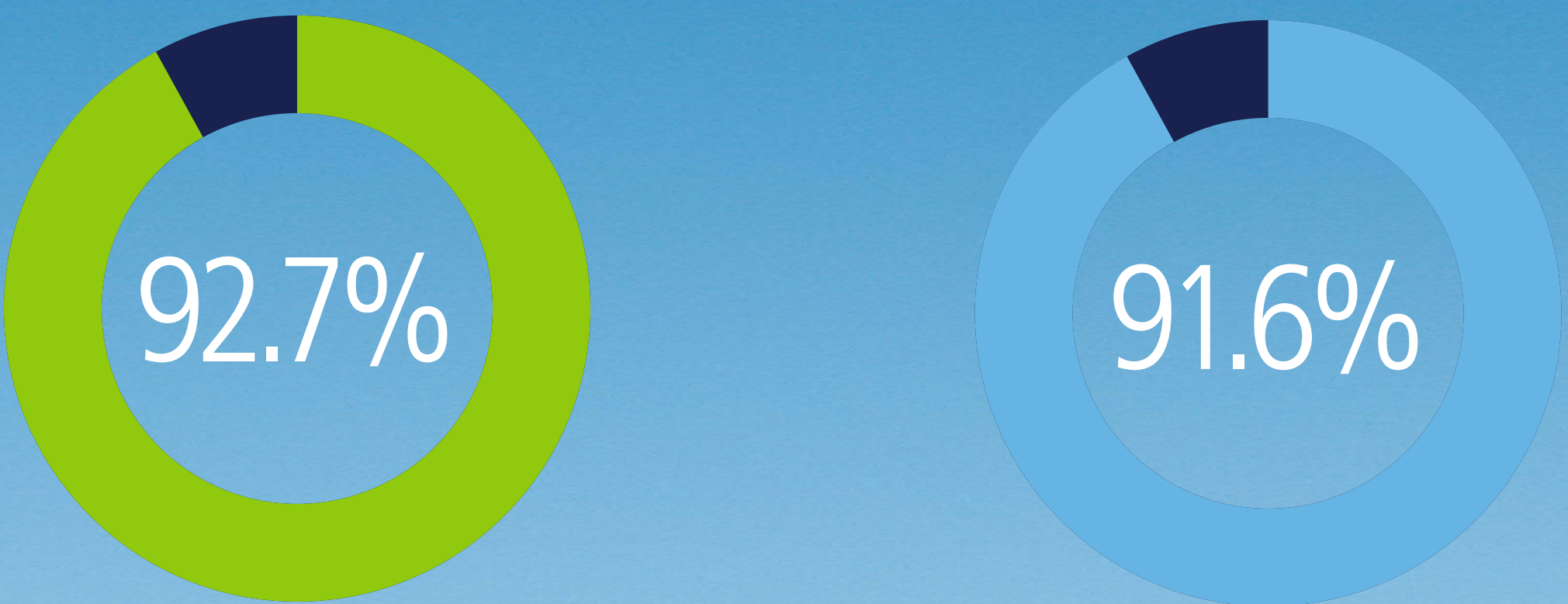


Our figures

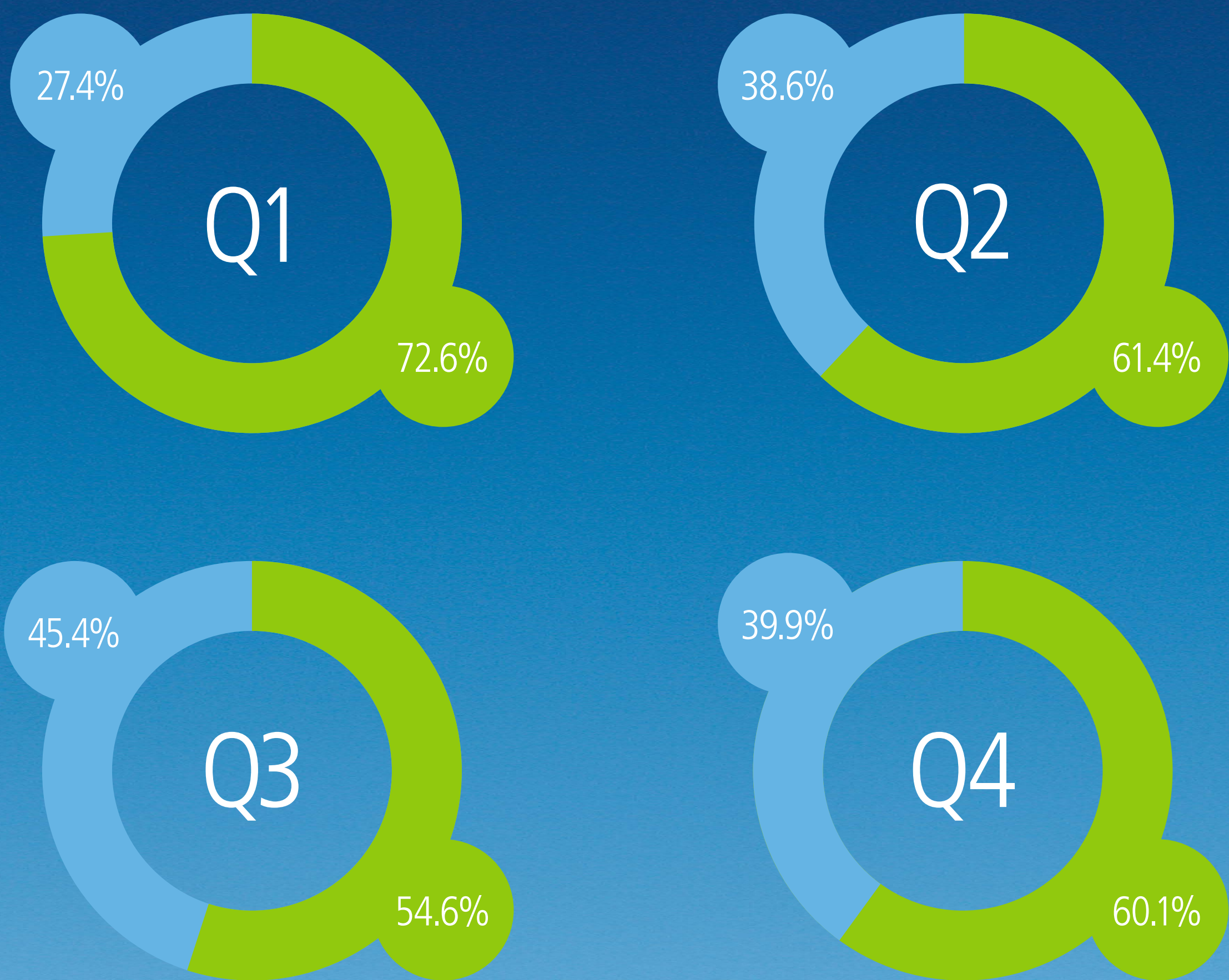
Out of the total number of employees at O₂



% receiving bonus



The proportion of males and females according to quartile pay bands



Mean gender pay gap 17.3%

Median gender pay gap 22.0%

Mean bonus pay gap 31.0%

Median bonus pay gap 24.4%

Our mean gender pay gap has dropped to 17.3%, down from 18.6% last year. Our median gap has increased slightly to 22% this year, which is attributed to an increase in bonuses and commission payments thanks to improved business performance.

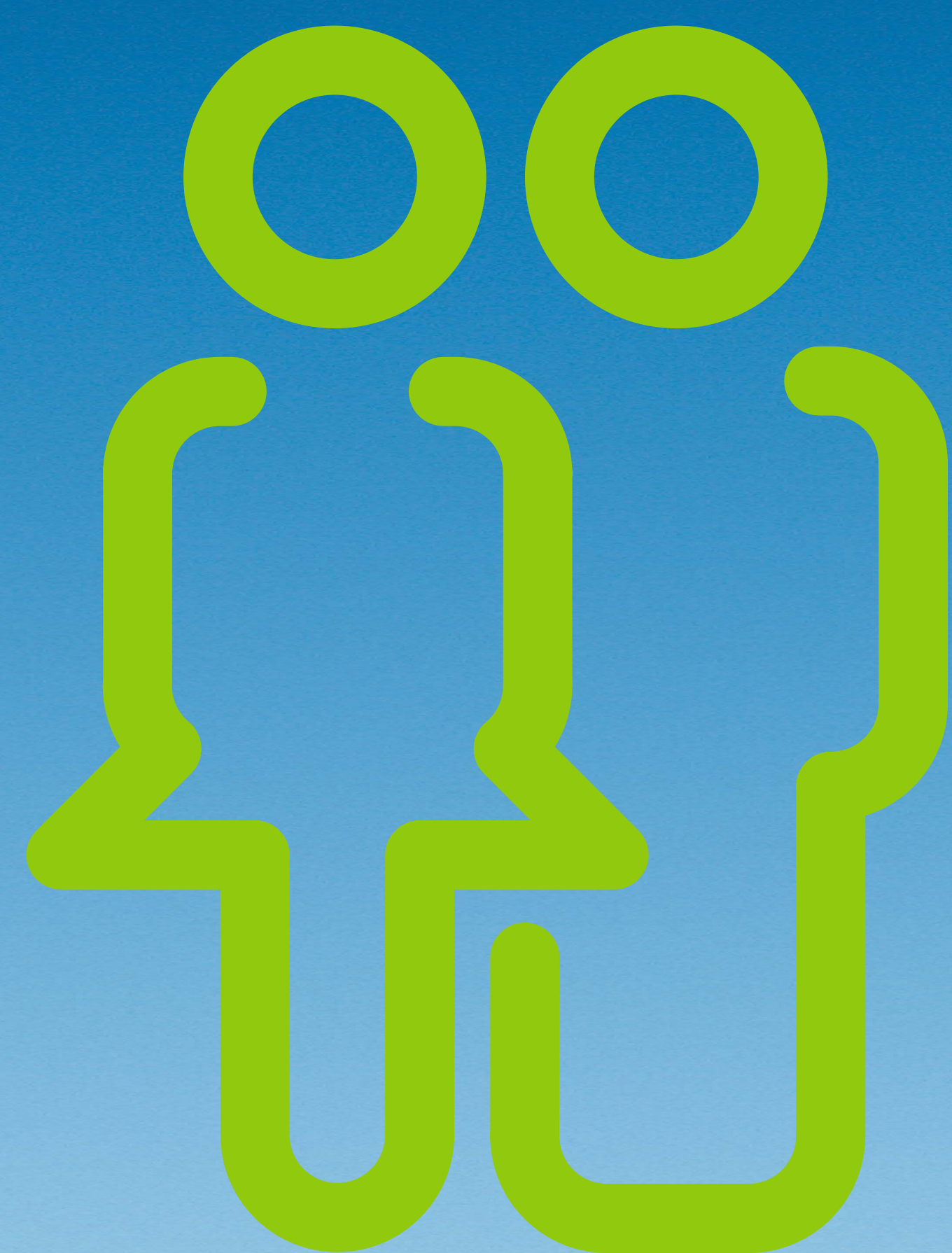
We recognise that there's more work to do. That's why we're continuing to focus on putting inclusivity right at the heart of our organisation.



Understanding the numbers

At O₂ we want to create an environment where everyone can excel.

We're proud that we now have a 50:50 gender split on both our graduate and apprenticeship schemes, and also our UK Executive Committee.



We remain incredibly passionate about bringing more women into STEM and senior positions. Through our Early Careers programme we are running specific attraction campaigns to get girls studying STEM roles at university into our technology apprenticeship roles and other positions.

Our Career Returners programme, currently focused on technology, aims to bring those who have had a career break back into the workforce.

And thanks to Telefonica's global transparency committee we ensure there is a female in every shortlist of every executive level role at O₂.

Our people tell us how inclusive it feels to work for, and to be a customer of, O₂. But we know there's always more to do.

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In the next year we'll be focusing on inclusion, looking beyond gender to areas such as generation and BAME, ensuring we truly reflect our customers.



What we're doing



Supporting and developing female talent

We have dedicated Women in Leadership programmes that develop and support top female talent across the business.

This year we've expanded our Career Returners programme to include 11 new roles, helping bring even more female talent back into the workplace.



Fostering an inclusive culture

We have collective responsibility across the business for building an inclusive environment and culture.

We encourage part-time and flexible working arrangements so our people can work in a way that suits them. Currently this means more women than men work in part-time roles.



Acting with transparency and openness

We share progress against our inclusivity ambition alongside our financial and CSI results, recognising the equal importance for our commercial success.

We want to give everyone the chance to have a voice so we host non-managerial forums where they can raise their experiences and comment on progress.



Looking to the future

We recognise that we all have our part to play, and at O₂ we're ensuring there is always room for all.

We support programmes and initiatives that attract the best talent and foster the most inclusive culture possible. That's why we also commit to:



A 50/50 split of female to male people leaders by 2020



Building our senior mentoring programmes with more executive sponsorship and role models



More inclusive and representative investment in talent development. Including access to Telefonica Universitas (our corporate group university)



Statement

We aim to be the leading inclusive employer in the UK by 2020 and we are excited to play a role in building a more diverse, balanced and inclusive workforce for Britain.

Approved by:

Mark Evans
CEO

Ann Pickering
HR Director