



Gender
pay  gap
Report 2019

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O₂ welcomes the legislation requiring organisations with over 250 employees to report their gender pay gap annually. We've put this report together to illustrate the data published on the GOV.UK website.



Introduction

At O2 we are passionate about inclusivity and creating an environment where people can bring their whole selves to work.

Our ambition is to be a leading inclusive employer, not just because it's the right thing to do but because it also makes good commercial sense. As a customer led organisation, it's vital that we have a diverse, balanced and inclusive workforce that truly reflects and understands the needs of our 26 million customers and the vibrant and diverse communities in which they live.

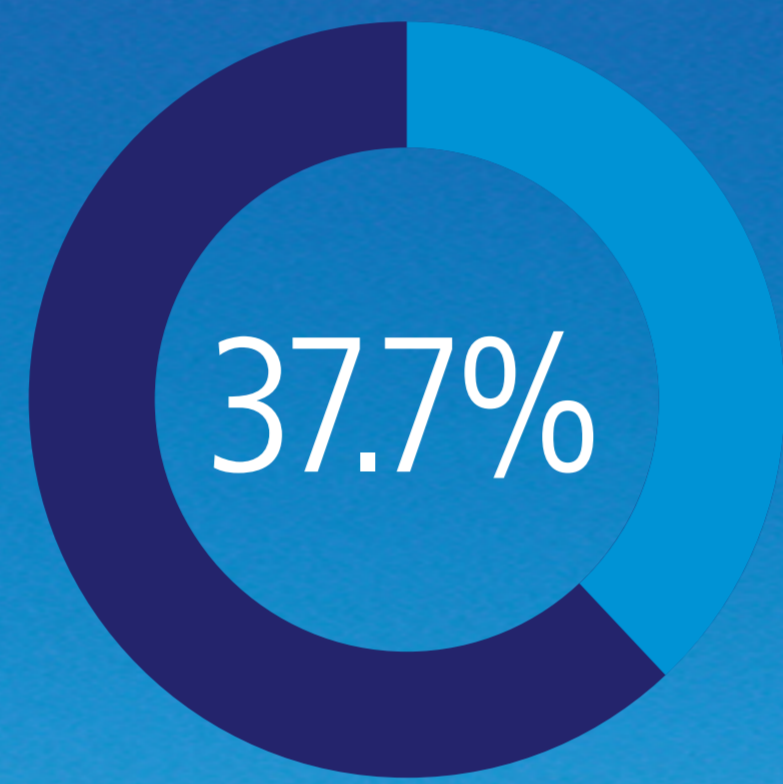
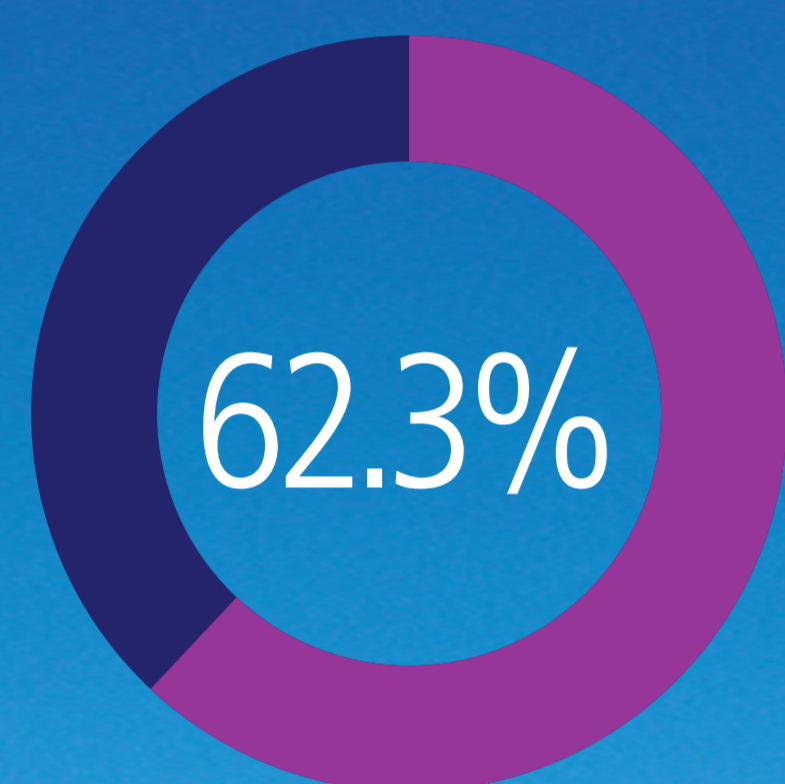
Our report will demonstrate we have continued to make good progress in 2019, recognising there is always more to do.



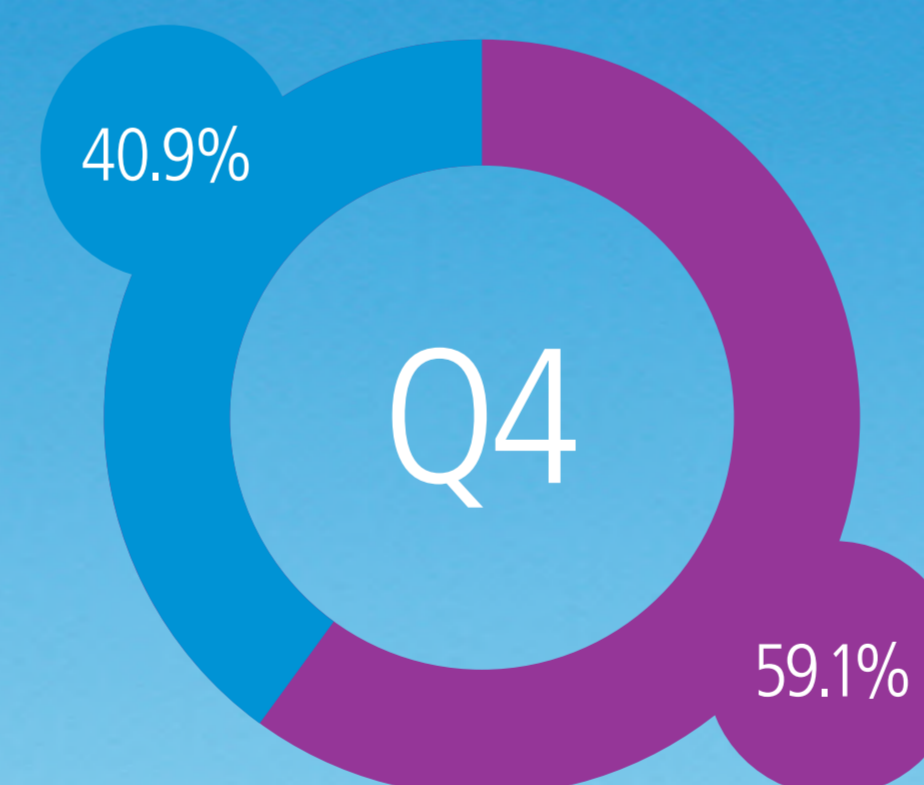
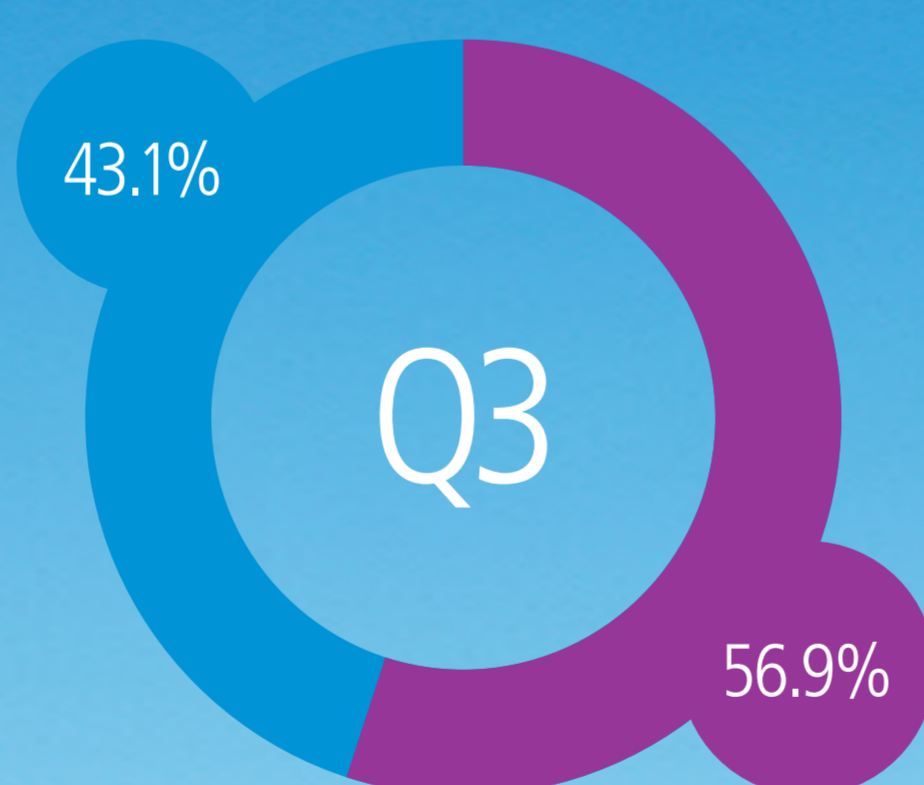
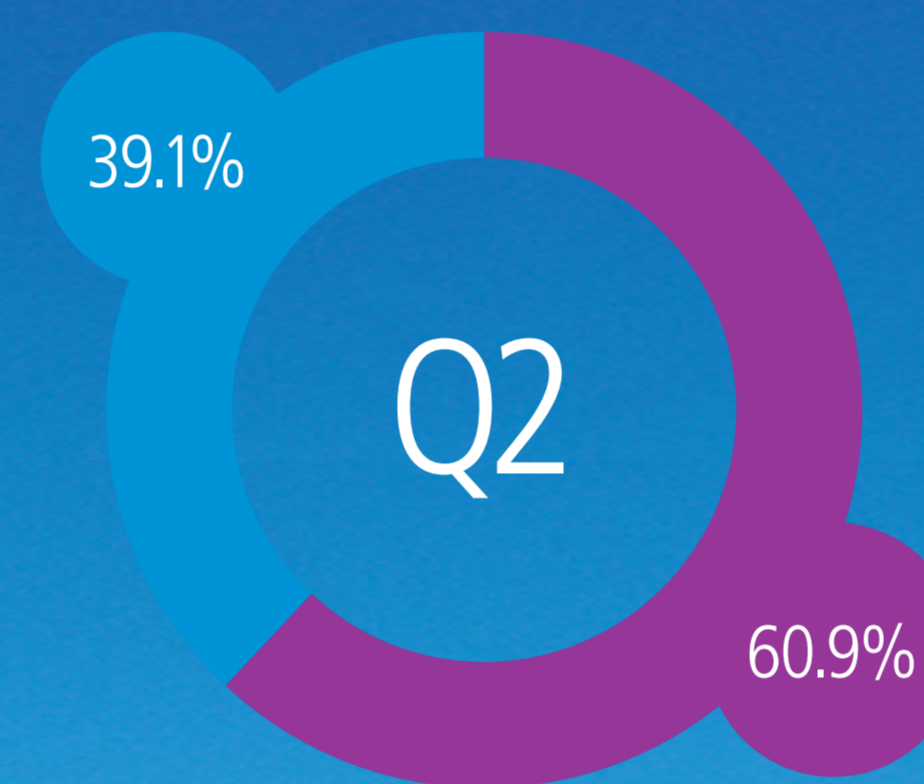
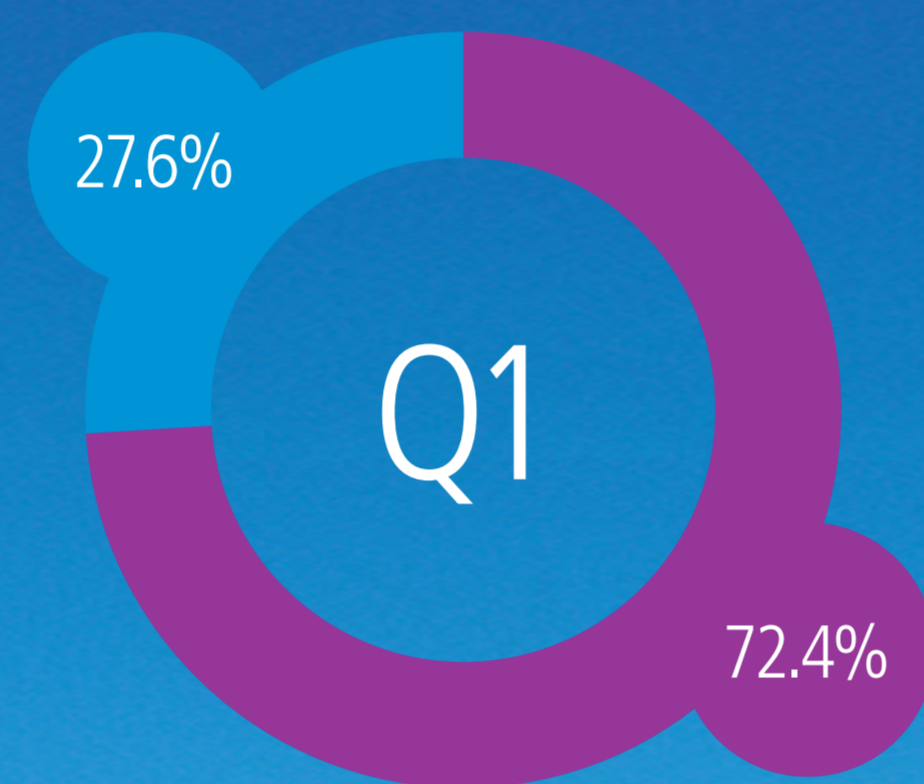


Our figures - Gender

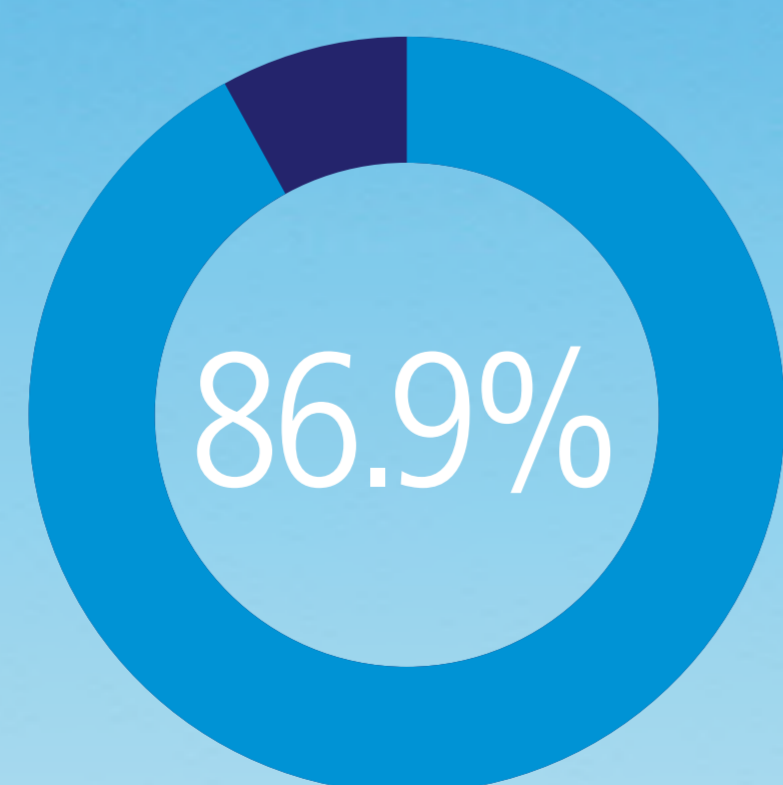
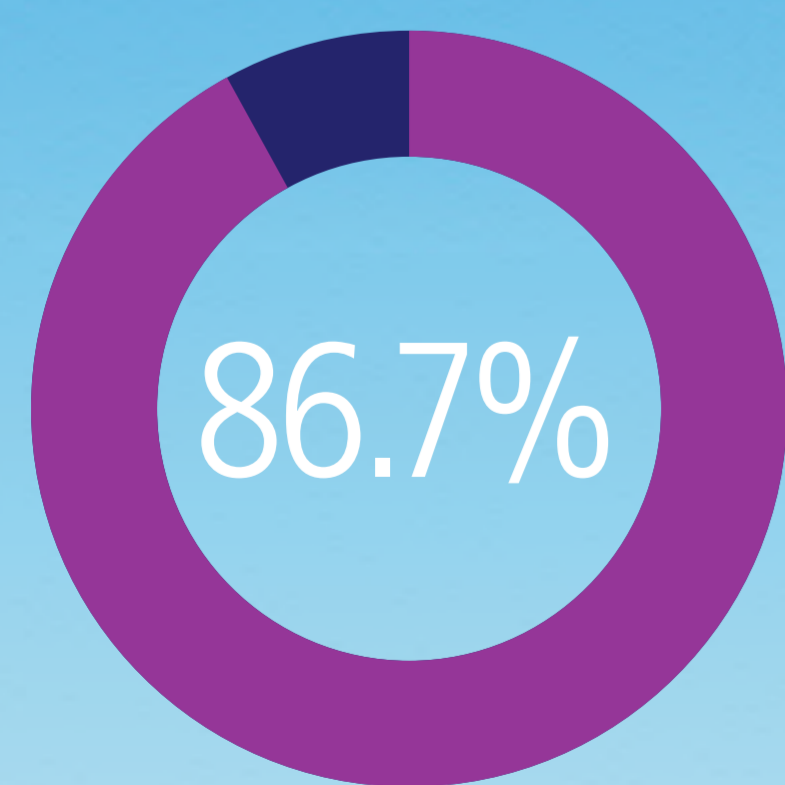
Out of the total number of employees at O₂



The proportion of males and females according to quartile pay bands



% receiving bonus



Mean gender pay gap	16.4%
Median gender pay gap	21.2%
Mean bonus pay gap	34.0%
Median bonus pay gap	28.2%

Our mean gender pay gap has improved 0.9% since 2018 and our median gap has also improved by 0.8% since 2018.

However our bonus mean and median gender pay gap have gone back slightly since 2018. Our mean bonus pay gap has gone back 3% since 2018 and our median bonus pay gap has gone back 3.8% since 2018. This is due to improved business performance driving increases in bonus and commission payments.

On balance we feel pleased with this direction, recognising we have more to do.



What we're doing



Leadership

We have a majority female Executive Committee but are very aware this needs to extend to a far broader range of leadership roles. That's why we're working on how we hire and how we engage with diverse talent.



Supporting and developing talent

We now have diverse gender and ethnicity representation on our talent development programmes. We offer dedicated development programmes focused on identifying and overcoming barriers to progression, including Women in Leadership and BAME in Leadership.



Empowering our people to be their whole selves in our workplace

We have taken three significant steps in supporting our people:

1. [Flexibility for all](#)
2. [Transitioning guide](#)
3. [Menopause toolkit](#)



Working well

- Our successful Career Returners programme aims to bring those who have had a career break back into the workforce.
- We are also supporting our under 30's progress through the organisation.



Looking to the future

Our ambition is to be a leading inclusive employer.

That's why we're continuing to:



Encourage ongoing, voluntary ethnicity disclosure to measure progress



Focus on our talent and support our leaders



Extend our inclusion agenda to incorporate both visible and invisible disability



Statement

As a customer led organisation, it's vital that we have a diverse, balanced and inclusive workforce that truly reflects and understands the needs of our 26 million customers and the vibrant and diverse communities in which they live.

Approved by:

Mark Evans
CEO

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