

Virgin Media UK Gender Pay Gap Report 2017



At Virgin Media, we believe in creating a diverse and gender balanced workforce which reflects the customers and communities we serve and ensures our people can be their best selves at work.

We have a mean gender pay gap of 9% (average) and a median (middle) gender pay gap of 17.4%. This is smaller than the current national median average of 18.1%, but we know we still have work to do to close the gap.

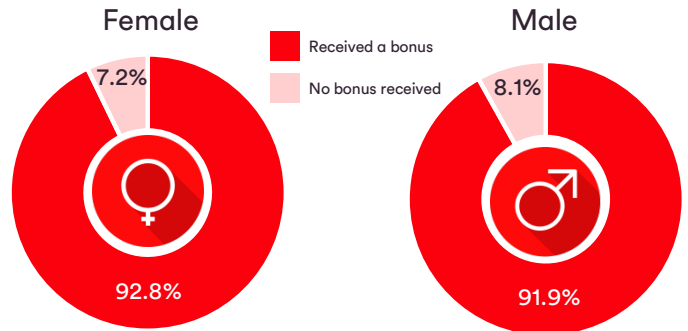
We believe in job opportunities for everybody regardless of gender. But we can and should, challenge ourselves to be more inclusive.

We want to create a truly inclusive culture and have a willingness to be 'straight up' and have a debate about some issues which, even today, there is no simple answer for.

Gender pay & bonus gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	9%	17.4%
Gender Bonus Gap	32.2%	0.05%

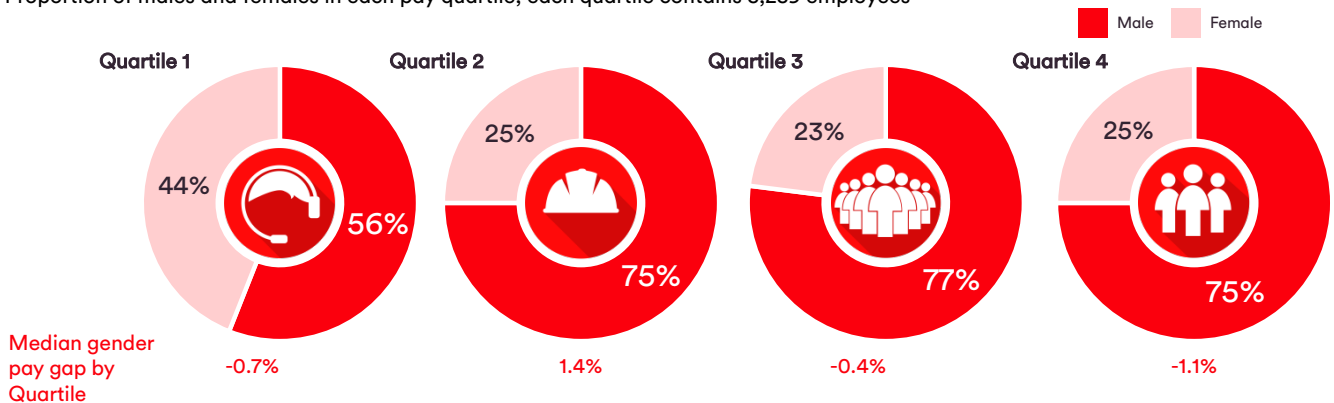
Proportion of employees receiving a 2016 bonus



2016 bonus refers to annual bonus, sales & local variable incentives + LTIP's

Pay quartiles

Proportion of males and females in each pay quartile, each quartile contains 3,239 employees



- We know that our gender pay gap is not a pay issue, but down to lack of female representation in certain roles, including STEM roles (Science, Technology, Engineering and Maths) and leadership. We have 3 times more men than women in our senior roles for example.

- With a median bonus gap of just 0.05%, we know we are rewarding our people eligible for a bonus equally.
- When looking at pay within each of the pay quartiles, we know that a difference of less than 1% exists between men and women.

How we will make a difference:

Attract and nurture the widest possible female talent pool

- Continue to attract women to develop and take STEM careers
- Introducing positive action in recruitment, ensuring 1:3 women on shortlists for senior roles

Equip and empower our leaders to own and drive inclusion

- Bringing women leaders together through the Balanced Network creating opportunities for career development
- Launching an internal mentoring programme

Make inclusion a normal part of who we are and what we do

- Setting ourselves ambitious measures to hold us to account around our gender aims, including 50/50 balance of women and men at all job levels by 2025
- Making sure that every policy, procedure and piece of line manager guidance encourages inclusive ways of working and reinforces the Virgin way

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