



# AT&T Communications and Corporate UK Pay Gap Report

2020\*

\*Data from 6th April 2019 – 5th April 2020  
Warner Media UK divisions are not included in these figures

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# We Stand for Equality

Our corporate value to Stand for Equality has never been more relevant, not only inside AT&T but outside, as well. It is a business imperative to champion equality, diversity and inclusion in every aspect of our business. That's why we are committed to ensuring our workplace is inclusive and that we recruit, retain and advance people with a wide diversity of backgrounds and perspectives.



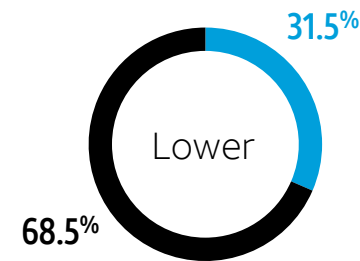
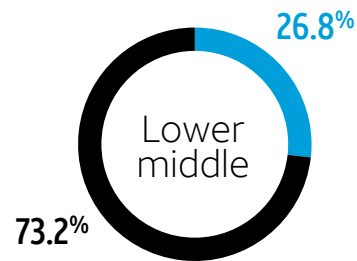
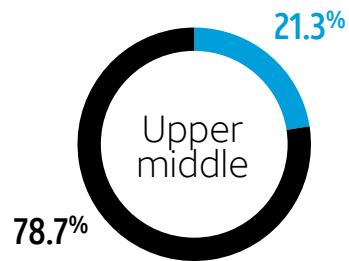
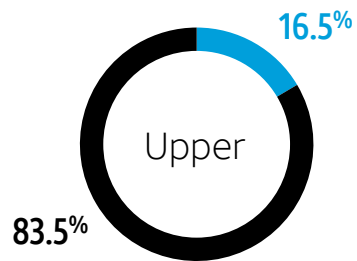
## AT&T Communications and Corporate Organizations UK gender pay data as at 5th April 2020

### The stats: AT&T in the UK

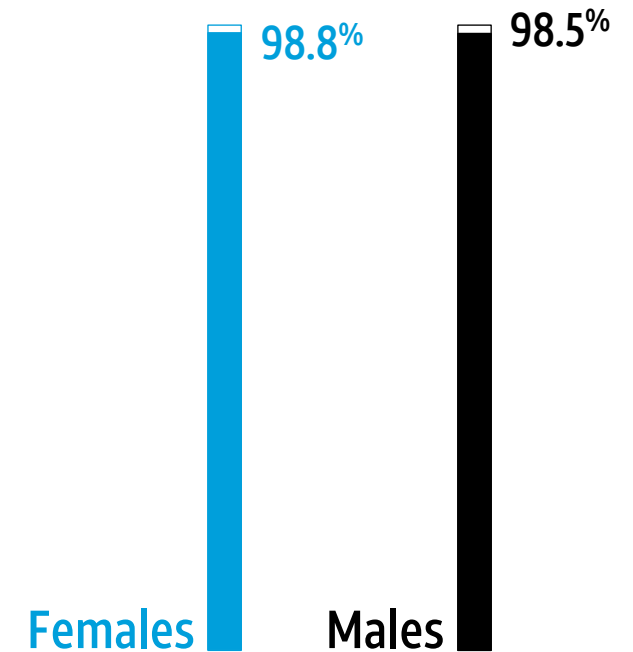
|                  | MEAN  | MEDIAN |
|------------------|-------|--------|
| Gender Pay Gap   | 14.3% | 12.0%  |
| Gender Bonus Gap | 22.3% | 18.8%  |

### 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 2019 to 5th April 2020





# 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   | 5.7% | 5.5%   |
| Gender Bonus Gap | 6.7% | 4.8%   |

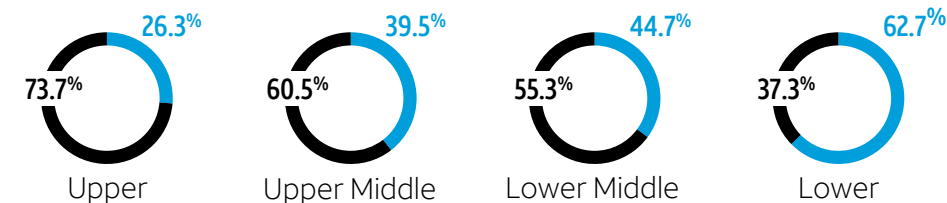
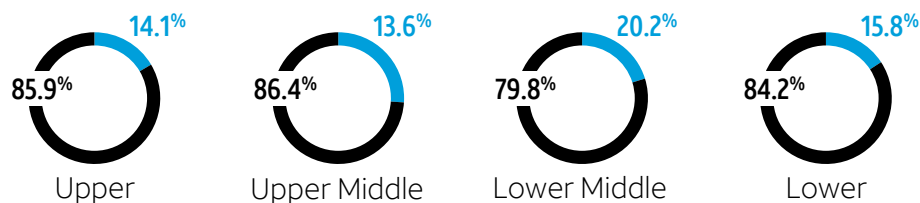
|                  | MEAN  | MEDIAN |
|------------------|-------|--------|
| Gender Pay Gap   | 21.5% | 23.4%  |
| Gender Bonus Gap | 33.9% | 45.8%  |

Proportion of females and males at AT&T receiving a bonus payment in the bonus year 6th April 2019 – 5th April 2020



Proportion of females and males in each quartile pay band as at 5th April 2020

● 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. 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. It is based on a series of prescribed calculations set by the Government.

Our 2020 Gender Pay figures show movement in a positive direction and are the lowest now since reporting commenced in 2017. The mean gender pay gap for our UK Workforce is 14.3 % and the median gender pay gap is 12%. This year, they again remain lower than the provisional UK 2020 National figures published by the Office of National Statistics.

Despite a slight reduction in overall numbers of our UK workforce throughout 2020, 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 & Inclusion](#) website for more information on our workforce diversity.

## 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