

Vodafone Ireland Gender Pay Gap Report 2024





Creating a better future

At Vodafone Ireland, we are the connectivity and digital champion, winning Irish customers' trust every day.

Our purpose is to connect for a better future by enabling inclusive and sustainable digital societies. To deliver on that purpose, it is important that our workforce is balanced, diverse and reflective of the customers and communities we serve every day.

In Vodafone Ireland, 37% of our employees are female and broader diversity for our approximately 1,200 employees is always something we give continued focus to. We expect variation in Gender Pay Gap from year to year, given the calculation basis and method. This year Vodafone Ireland's gap has fluctuated slightly to 7.4%, influenced by changes in our business structure and the percentage of men and women at all levels and positions.

This is the first year we have reported separately on our Retail entity, and we are pleased of the progress we've made closing the gap, currently at 2.2%. Our customers are at the centre of what we do, with our Retail teams key in driving customer experience.

Closing the gender pay gap remains a key focus for us not just during reporting, but throughout our policies, our people strategy and our core initiatives. We've increased visibility during our salary reviews and continue to have equality and fair pay principles for all at the core of all we do.

While there is still more to work on ahead of us, we are committed to removing barriers in the workplace so that our people can thrive throughout their careers. We are proud of the policies that we have to support this.

Globally, our ambition by 2030 is to have 40% of our leadership positions held by women, as we remain committed to leading by example the customers we serve.



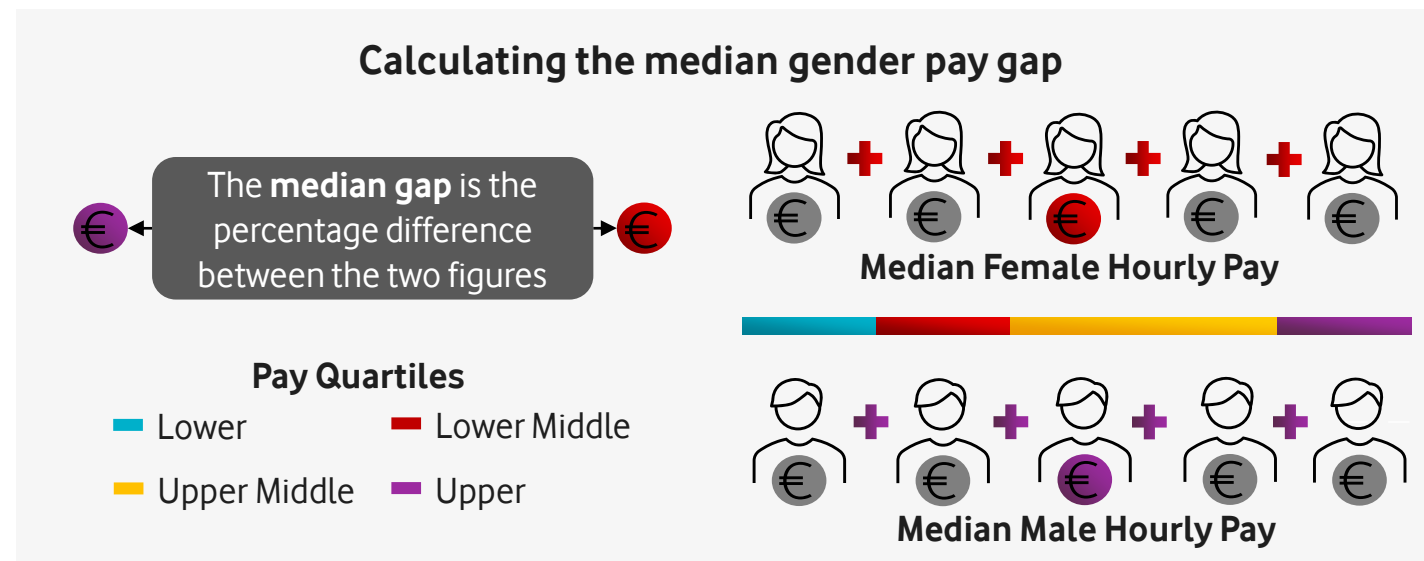
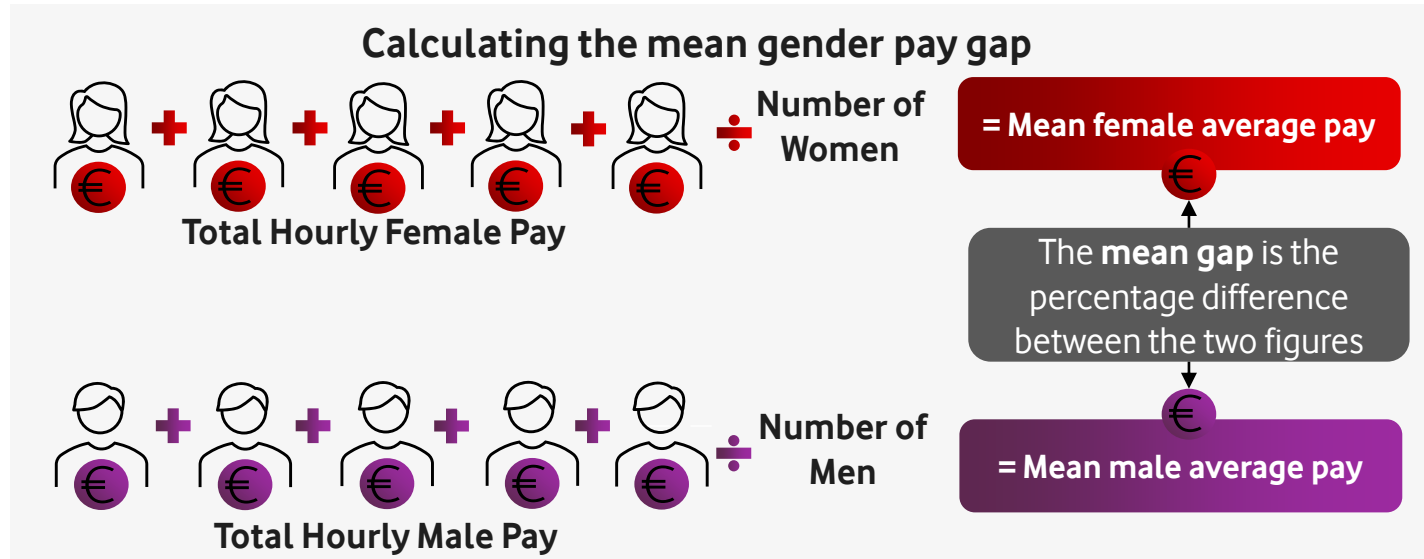
Noelle Burke

Human Resources Director
Vodafone Ireland



Methodology

Understanding Gender Pay Gap calculations



Calculating the gender bonus gap

The gender bonus gap measures the difference in total bonus payments between all women in a business and all men in a business. There are two ways we must report this, as a mean percentage and a median percentage and the proportion of men and women who received a bonus payment.

Proportion of colleagues to receive a bonus

The proportion of women who received a bonus is shown as a percentage of all women in the business and the proportion of men who received a bonus is shown as a percentage of all men in the business.

Calculating our pay quartiles

The pay quartiles measure how many men and women are represented in each quarter of the business when all men and women's hourly pay is stacked from lowest in the Lower Quartile to the highest in the Upper Quartile

Calculating benefit in kind

The proportion of women who received a benefit in kind is shown as a percentage of all women in the business and the proportion of men who received a benefit in kind is shown as a percentage of all men in the business.

Statutory Declaration

Vodafone has three legal entities in Ireland, comprised of our Ireland local operating company – Vodafone Ireland Limited, our Retail operation and Vodafone Group Services Ireland Limited.

We follow the methodology set out in the Gender Pay Gap Information Act 2021.

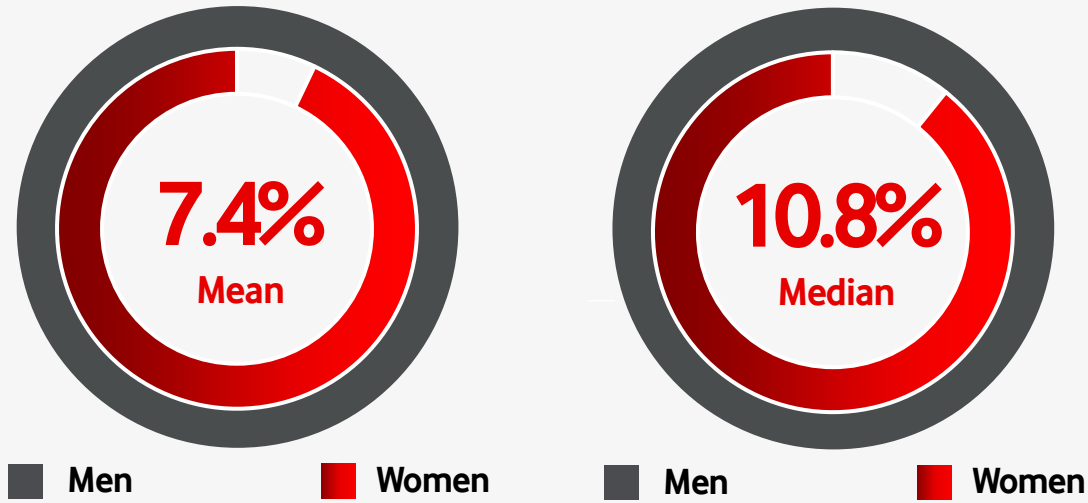
The statutory figures for the in-scope legal entities (according to the relevant regulation) Vodafone Ireland Limited and Vodafone Retail, can be found here as required by legislation.



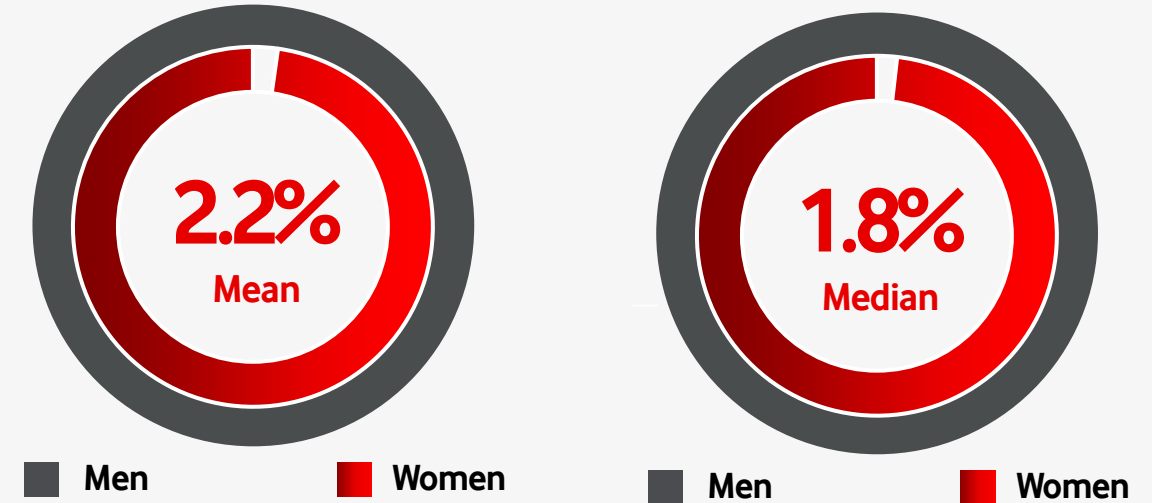
Vodafone Ireland Gender Pay Gap

Vodafone's gender pay gap is primarily a result of more men than women holding senior or specialist, and therefore higher-paid, roles.

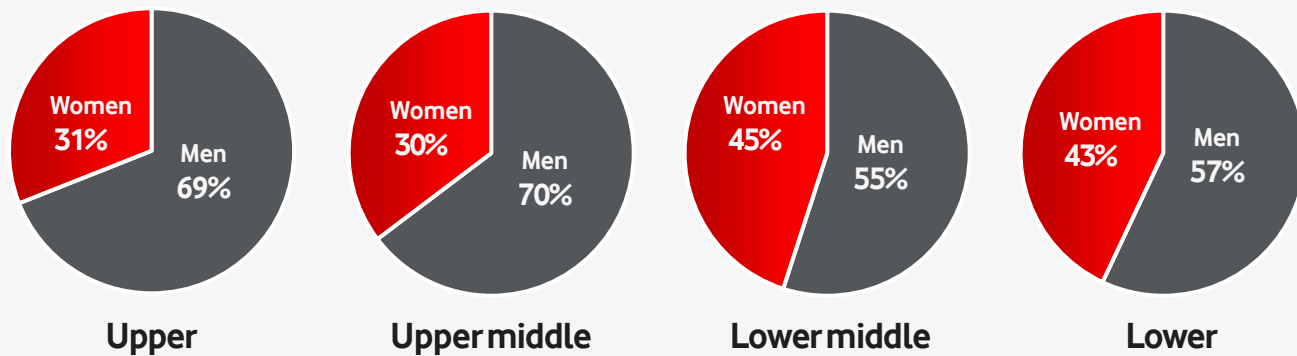
Vodafone Ireland 2024 Mean and Median Hourly Pay Gap



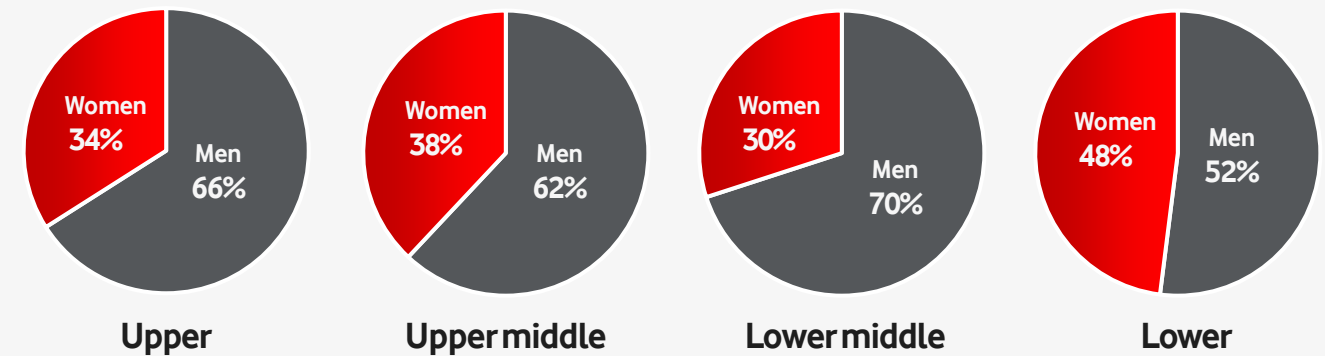
Vodafone Retail 2024 Mean and Median Hourly Pay Gap



Proportion of employees in each pay band, by quartile



Proportion of employees in each pay band, by quartile



Note: Further data for each entity can be found on page 5



Our Programmes

FAMILY

Leaves to support all life stages:

- Maternity
- Parental
- Surrogacy

Fertility and Pregnancy Loss support programmes

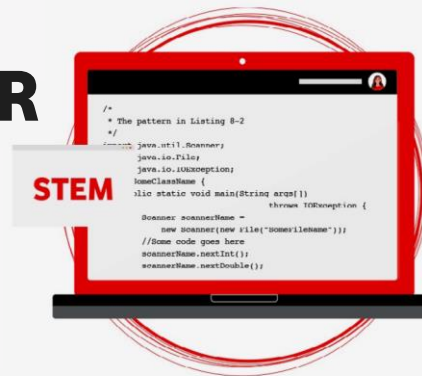


Returner programme
Phased return to work both for maternity and non-birthing parents

26 weeks paid maternity leave

EARLY CAREER

Formalized Transition Year programmes run twice a year



STEM future focus through partnerships with educators

Graduates hired globally each year since 2012

MENOPAUSE

Impact at work research



Menopause e-learning

Menopause Toolkit

Global Support Program

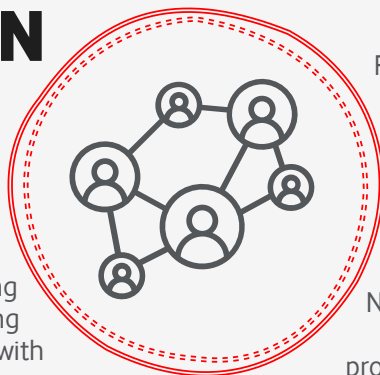
INCLUSION

DiverseAbility

A team driving for a more inclusive customer and people

WOMEN

Our network supporting coaching and mentoring programmes for women with clear gender targets

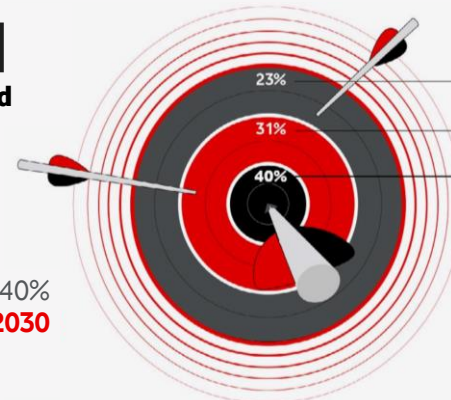


REACH
Race, ethnicity and cultural heritage networks and targets

LGBT+ Allyship
Networks established and allyship programmes promoted

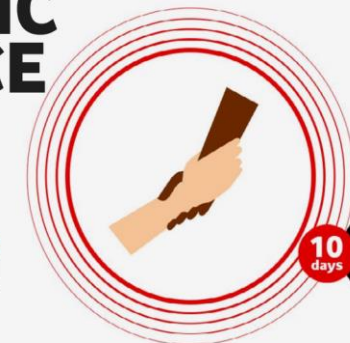
WOMEN In management and leadership roles

Our target is 40% by 2030



DOMESTIC VIOLENCE & ABUSE

Apps Against Abuse



10 days safe paid leave

HR and Manager training- Recognise Respond Refer

Domestic Violence and Abuse support policy

CAREER

Skills assessments and accelerators

Dedicated platform to develop skills and give our people greater opportunities for learning



Goals setting for career and personal development

Partnerships with leading educational institutions

WELLBEING

Resources to support anyone going through challenges or those supporting a colleague, family or friend

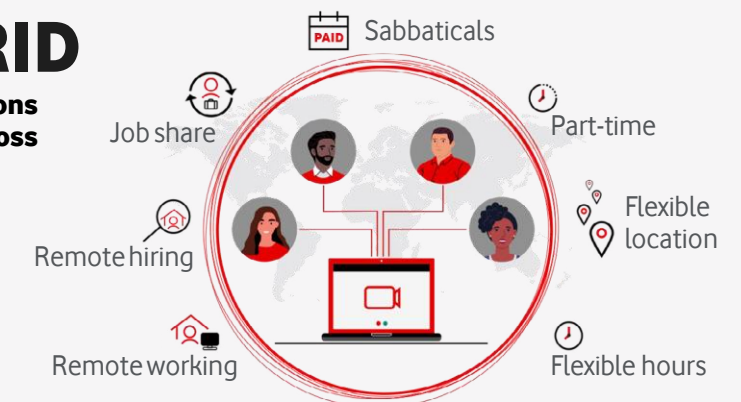


Dedicated wellness area in our HQ with classes and health screenings

Providers that focus on health, mental and financial support

HYBRID

working options available across markets



Job share

Remote hiring

Remote working

PAID Sabbaticals

Part-time

Flexible location

Flexible hours



Metrics

Vodafone's gender pay gap metrics by entity

Mean and median hourly pay gap

	Vodafone Ireland %	Vodafone Retail %	Combined entities %
<u>Mean Hourly Pay Gap</u>	7.4	2.2	7.4
<u>Median Hourly Pay Gap</u>	10.8	1.8	11.9
<u>Fixed Term Mean</u>	8.4	8.3	9.9
<u>Fixed Term Median</u>	0	-0.1	0
<u>Part Time Mean</u>	-*	-7.9	-34.4
<u>Part Time Median</u>	-*	-0.1	-23.2

Proportion of employees in each pay band, by quartile

	Vodafone Ireland %		Vodafone Retail %		Combined entities %	
	Men	Women	Men	Women	Men	Women
<u>Upper</u>	69	31	66	34	57	43
<u>Upper Middle</u>	70	30	62	38	57	43
<u>Lower Middle</u>	55	45	70	30	69	31
<u>Lower</u>	57	43	52	48	69	31

Mean and median bonus pay gap

	Vodafone Ireland %	Vodafone Retail %	Combined entities %
<u>Mean Bonus Pay Gap</u>	20.5	29.8	21.9
<u>Median Bonus Pay Gap</u>	10.8	32.7	12.6

Percentage of employees receiving a bonus

	Vodafone Ireland %	Vodafone Retail %
<u>Men</u>	93	99
<u>Women</u>	92	97

Benefit in kind

	Vodafone Ireland %	Vodafone Retail %
<u>Men</u>	95	98
<u>Women</u>	94	99



Amanda Nelson

CEO
Vodafone Ireland

“At Vodafone, our purpose is to connect for a better future by empowering people and protecting the planet. To deliver on that purpose, it is important that our workforce is balanced, diverse, and reflective of the customers we serve.

This year, we saw a slight increase in our gender pay gap. While this figure remains lower than the industry average, we acknowledge that we have more work to do. We remain focused on closing the gap through the implementation of our inclusive hiring and employee policies and by continuously monitoring our gender balance throughout the organisation.”

*Part time calculation not possible due to no male part time employees during timeframe



Definitions and Explanations

Understanding Vodafone's Gender Pay Gap Report

What is the Gender Pay Gap and how is it calculated?

This is the gap between what is earned on average by women and men based on average gross hourly earnings of all paid employees.

We calculate the median and mean average hourly rate for men and women. This is for employees in Ireland, and it follows the Irish regulatory methodology. The difference between these figures is our Vodafone Ireland gender pay gap.

Does this mean that men are paid more than women (for the same roles)?

No, the calculation compares the average of how much men and women are paid for all roles.

What is the difference between 'gender pay gap' and 'equal pay'?

Equal pay means that women and men are paid the same for doing the same role. The gender pay gap compares how much men and women are paid on average for all roles.

What is included in the bonus pay calculation?

For Vodafone employee's calculation, we include Bonus, Commissions, and Recognition awards.

Why does the gender pay gap fluctuate year on year?

The gender pay gap will fluctuate year on year, influenced by changes in our business structure and the percentage of men and women at all levels and positions. Notwithstanding this, it is our clear ambition to reduce our gender pay gap over time.

What is Vodafone doing to reduce their gender pay gap?

Vodafone's ambition is to be one of the world's leading employers for women by 2025. We are confident our inclusion for all programs and policies, and our Fair Pay principles at Vodafone will help us reach this goal while continuing to reduce our gender pay gap in Ireland.

What are Vodafone's Fair Pay Principles and how do they help address gender bias?

The way we compensate our people is based on our [Fair Pay Principles](#). This means that everyone gets paid fairly, no matter their level, location, or role. One of the Fair Pay Principles is that pay should not be affected by things like gender, age, disability, gender identity and expression, sexual orientation, race, cultural background or belief.

We review these elements every year to make sure that everyone is being paid fairly. Our reward framework is designed to promote fairness and openness, and reduce the opportunity and impact of any unconscious bias, through:

- A published Total Reward policy that sets out our approach to setting base salary and allowances, short and long term incentives, and our global recognition scheme.
- Objective salary ranges for all our roles, supported by robust policy and procedures.
- A consistent and transparent policy for setting on-target bonus and long-term incentives levels.
- Bonus and long-term incentive schemes based on collective company performance.
- Learning pathways to help educate our people about Vodafone's philosophy and approach to pay, benefits and recognition.

