

Vodafone Ireland Gender Pay Gap Report 2023



Foreword

At Vodafone, we are the connectivity and digital champion, winning 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 we serve every day.

I'm delighted to see an improvement in both median (12.6%, down from 16.5% last year) and mean hourly gender pay gap (5.1%, down from 6.1% last year). While these figures are positive and stand below the country average, we remain focused on delivering strategic goals and initiatives which are designed to close the gap. Globally, by 2030, 40% of our leadership positions will be held by women with current representation standing at 32.5%.

Vodafone Ireland has demonstrated its commitment to providing equal opportunities for all colleagues, this is in line with our overall ambition is to become the world's best employer for women by 2025.

We lead by example for our customers with award winning policies and supports that help our people, particularly women, succeed. Through local policies and our global programs mentioned further in the report we are taking measures to address our gender gap. These include:

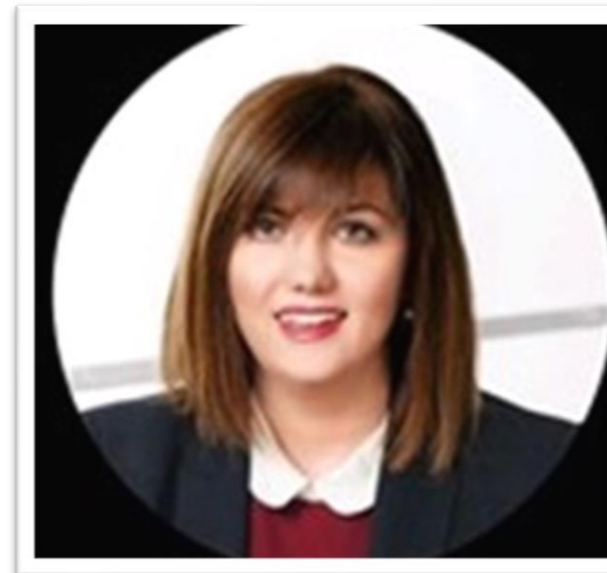
- Our Parental Leave, Maternity Leave, Surrogacy Leave, Fertility and Pregnancy loss support programmes
- Our Returner programme – phased return - Maternity & Non-birthing parents
- Our global STEM Mentoring and work experience programmes inspire female students
- Our global Domestic Violence and Caring for Vulnerable Others policy
- Our hybrid working policy - supports blended working opportunities
- Our menopause support and hormonal life stages strategy
- Our Grow Skills platform, launched this year, gives employees greater opportunities for self-directed learning, skills assessment, and career development
- We also continue to build a greater understanding throughout the company and with our line managers regarding mental health with our ambassadors and first responders.
- We have developed our REACH equality action plan to support Black and Asian colleagues, particularly women, to thrive.

All of these initiatives and supports aim to retain women in our business, enabling further progression for them into more senior roles and ensuring they are supported through every life stage.

While we believe we have the right policies in place and are taking the right action to reduce our Gender Pay Gap over the medium and long term, we do expect variation from year to year given the calculation basis and method.

Several factors contribute to our gender pay gap. Primarily a result of more men than women holding senior or specialist, and therefore higher-paid, roles. An extended average tenure among these employees also plays a part. This lack of representation of women can impact progression into leadership positions. Also, the low number of women coming into STEM will continue to create a limited talent pool for roles in the future however we are committed to being an employer of choice for STEM graduates and continuing to address our future senior female talent pipelines.

As an organisation, we are committed to leading by example for the customers we serve. A focus on reducing the Gender Pay Gap in Vodafone Ireland will remain pivotal. We will ensure that talent across the organisation is nurtured and supported equally. We want to give every opportunity to our people to progress at Vodafone so that we achieve a balanced workforce of men and women at all levels.



Noelle Burke

HR Director - Vodafone Ireland

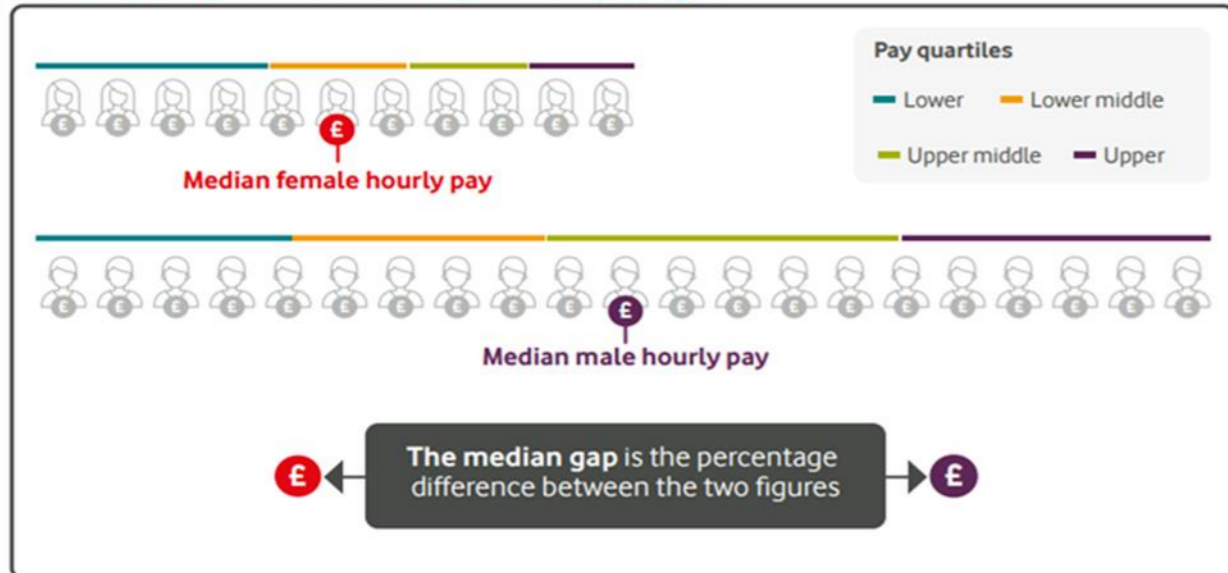


Methodology - Understanding Gender Pay Gap Calculations

Calculating the mean gender pay gap



Calculating the median gender pay gap



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 highest in Upper Quartile

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.

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.

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.

Statutory Disclosure 2023

Vodafone has three legal entities in Ireland, comprised of our Ireland local operating company – Vodafone Ireland Ltd, VGSIL and our Retail operation.

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

We believe it is appropriate to provide a consolidated summary of all our entities and therefore have also included a combined data set including all entities in Ireland despite not required in the reporting criteria.



Vodafone's 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.

2022
6.1%

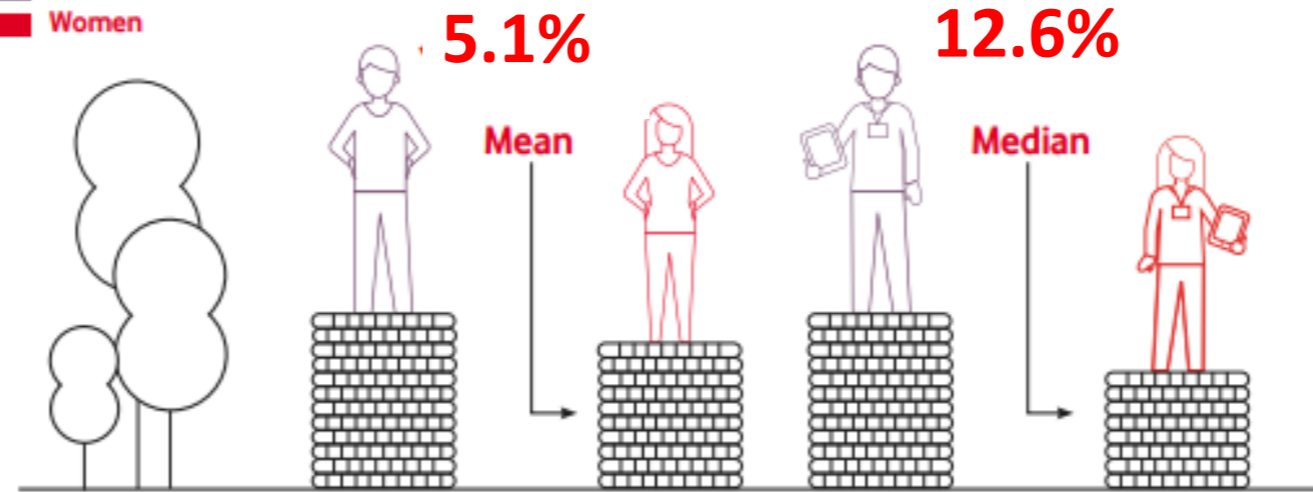


5.1%
2023

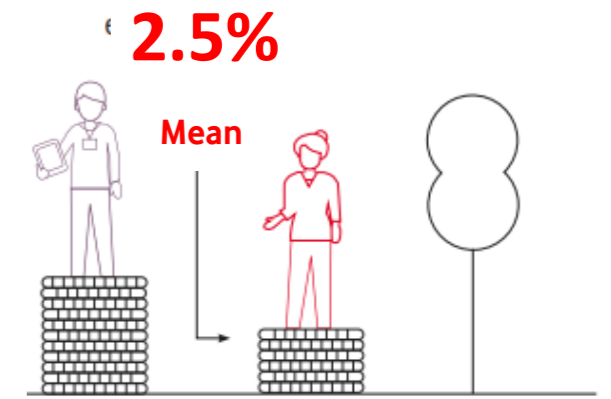
Vodafone Ireland Mean Hourly Gender Pay Gap reduced by 1% from 2022 to 2023.

Key
Men
Women

2023 Mean & Median Hourly Pay Gap



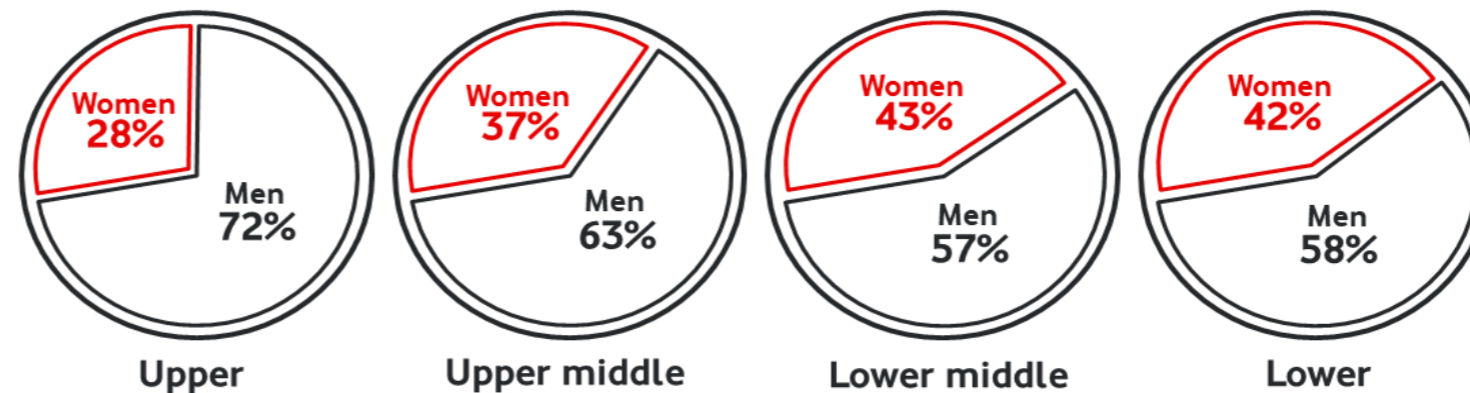
2023 Base Pay (only) Gap



The mean is the difference between the average hourly total earnings by gender.

The median is the difference between the midpoints in the ranges of hourly earnings of men and women.

Proportion of employees in each pay quartile





Our Global Programmes

FAMILY

- Global maternity policy
- Global parental leave policy
- 16 Weeks paid
- Work four days, paid for five

HYBRID

working options available across markets

- Sabbaticals
- Job share
- Part-time
- Remote hiring
- Remote working
- Flexible location
- Flexible hours

MENOPAUSE

- Menopause e-learning
- Menopause Toolkit
- Global Network
- Impact at work research
- Global Support Program

DOMESTIC VIOLENCE & ABUSE

- HR and Manager training-Recognise Respond Refer
- Domestic Violence and Abuse support policy
- 10 days safe paid leave
- Apps Against Abuse

hi digital

Digital literacy skills for older people in Ireland focusing on those aged 65+

Vodafone Ireland Foundation

NETWORKS

Women in

- Business
- Commercial
- Technology
- Corporate functions

CAREER

- Launched in 26 markets
- 2017
- Transition back support
- Management and frontline
- Welcome back women
- RECONNECT

YOUTH

- #codelikeagirl workshops for 1000 girls into STEM each year
- Formalised TY Engage Programme
- STEM
- Launched in 2017
- 50/50
- Graduates hired globally each year since 2012

WITHSTANDER

- Debiasing the recruitment process
- Challenge 4 Change Workshop
- Withstander Programme



Metrics

Vodafone's gender pay gap metrics by entity

Mean and median hourly pay gap

	Vodafone Ireland Ltd %	Vodafone Ireland Group (all entities combined) %
<u>Mean Hourly Pay Gap</u>	5.1	5.1
<u>Median Hourly Pay Gap</u>	11.4	12.6
<u>Fixed Term Mean</u>	-5.7	1.7
<u>Fixed Term Median</u>	-40.2	-40.2
<u>Part Time Mean*</u>	-	-21.6
<u>Part Time Median*</u>	-	-11.3

Proportion of employees in each pay band, by quartile

	Vodafone Ireland Ltd %		Vodafone Ireland Group (all entities combined) %	
	<u>Men</u>	<u>Women</u>	<u>Men</u>	<u>Women</u>
<u>Upper</u>	56	44	72	28
<u>Upper Middle</u>	54	46	63	37
<u>Lower Middle</u>	71	29	57	43
<u>Lower</u>	64	36	58	42

Mean and median bonus pay gap

	Vodafone Ireland Ltd %	Vodafone Ireland Group (all entities combined) %
<u>Mean Bonus Pay Gap</u>	23.3	23.7
<u>Median Bonus Pay Gap</u>	15	16.8

Percentage of employees receiving a bonus

	Vodafone Ireland Ltd %	Vodafone Ireland Group (all entities combined) %
<u>Men</u>	94	95
<u>Women</u>	93	94

Benefit in kind

	Vodafone Ireland Ltd %	Vodafone Ireland Group (all entities combined) %
<u>Men</u>	95	96
<u>Women</u>	94	95



Amanda Nelson, Vodafone Ireland CEO

"Our people play a crucial role in delivering the right products and services for our customers. It is therefore important we are providing people centric policies that nurture a balanced work environment for all.

I am pleased to see we have made positive strides in improving our gender pay gap but we know there is more work to be done.

At Vodafone we will remain committed to closing that gap as we continue to build a supportive environment where everyone can thrive and one that is reflective of our customer base"

*Part time calculation not possible due to no male part time employees in Vodafone Ireland during 2023 timeframe.



Definitions & Explanations

Understanding Vodafone's Gender Pay Gap Report

Q: What is Gender Pay Gap and how is it calculated?

A: 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 Ireland gender pay gap

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

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

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

A: 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.

Q: What is included in the bonus pay calculation?

A: For Vodafone employees calculation we include, Bonus, Commission, Recognition and Share Awards

Q: Why does the gender pay gap fluctuate year on year?

A: 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 of course our ambition to reduce our gender pay gap over time.

Q: What is Vodafone doing to reduce their gender pay gap?

A: 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 Principals at Vodafone will help us reach this goal while continuing to reduce our gender pay gap in Ireland.

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

A: The way Vodafone pays its employees 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 things 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
- A learning pathway to help educate our employees about Vodafone's philosophy and approach to pay, benefits and recognition



For more information, please visit our dedicated Vodafone Ireland [Gender Pay Gap Page](#)