

Gender Pay Gap Report 2022





Foreword

At Vodafone, our mission is to connect for a better future. We are enabling a digital society with inclusion for all, and we believe business success should not come at a cost to the environment.

Together we are re-imagining the future of work. Our highest priority is to ensure that our organisation is as fair, equitable, diverse, and inclusive as possible and is representative of the communities and societies we serve.

Being transparent is a critical factor to drive the positive change we believe we can make. Our Gender Pay Gap Report helps us to understand better the challenges that exist with pay in our organisation and where we can focus our efforts in the future.

As a committed equal opportunities employer, we welcome the Government’s introduction of the Gender Pay Gap Reporting obligations. This report captures data from July 2021 to June 2022. We are proud of the positive steps that have been taken.

We understand that the mean and median for the organisation are driven by the overall gender mix and the higher male percentages in specialist roles. We recognise through the findings in this report that there is more progress to be made to reduce the gaps that exist. We believe, however that the mean gap per quartile is very healthy, demonstrating our continuous work in this space.

At Vodafone, we work hard to promote equality and diversity amongst our workforce, and to attract and retain the best talent regardless of gender or identity. Women and men are paid the same amount for the same job. The figures in this report highlight a mean hourly Gender Pay Gap at Vodafone Ireland of 6% and a median of 16.5%. Both metrics are a consequence of more men than women holding specialist roles which are benchmarked higher.

Vodafone is committed to taking an active and leading stance towards greater inclusivity not just within our business but in partnership with our private and public stakeholders. We have demonstrated our commitment to providing equal opportunities for all colleagues and our overall ambition is to become the world’s best employer for women by 2025. We have started that journey.

Over the last 10 years, we are immensely proud of our work promoting inclusion for all. We work hard to promote equality and diversity amongst our workforce, and to attract and retain the best talent regardless of gender or identity. We are proud to have been recognised by the Bloomberg Gender-Equality Index as one of the top companies globally leading the way towards more equal, inclusive workplaces.

We continue to lead by example and accelerate our rate of progress through our policies and programmes. From our award-winning Fertility and Pregnancy policies to our Menopause Support programme and our industry leading Domestic Violence and Abuse Policy we are committed to driving change. We support women in our business through every life stage enhancing their working environment to enable them to progress into senior management and leadership roles. This is what closing the gender pay gap is about.

The gender imbalance across organisations globally reflects both external and internal factors. More work needs to be done to encourage women to enter into STEM (Science, Technology, and Engineering and Mathematics) roles. Through initiatives such as Code like a Girl – a programme encouraging young women to consider technical careers – and our Women’s Network, our role in Connecting Women in Technology (CWIT) and through our market leading Women’s Health policies, we will reduce the divide further and work towards being the best employer for women by 2025.

To address this imbalance, Vodafone offers mentoring and work experience programmes to inspire female students to explore the range of STEM-related career options available. We continually support all our leaders to recognise unconscious bias in decision making and build inclusion as a core part of leadership development.

As a purpose-led organisation while Gender diversity is core to inclusion and belonging for us, we also support other areas of diversity and recognise their intersections with gender which include a Race and Ethnicity working group, a Mental Health ambassador’s programme, ‘Diverseability’ our disability group and a LGBTQ+ and Friends Network.

As we connect for a better future and reimagine our future of work, together with Vodafone Ireland’s CEO (Chief Executive Officer) Amanda Nelson, we are committed to continue to improve our Gender Pay Gap in 2023 and beyond.

Noelle Burke

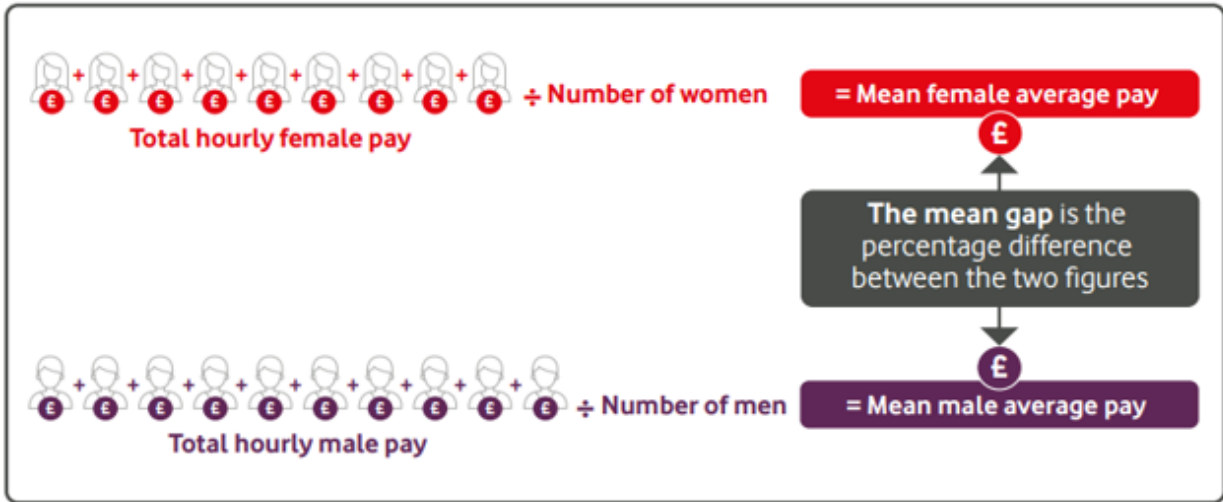
Ireland HR Director, Vodafone Ireland.



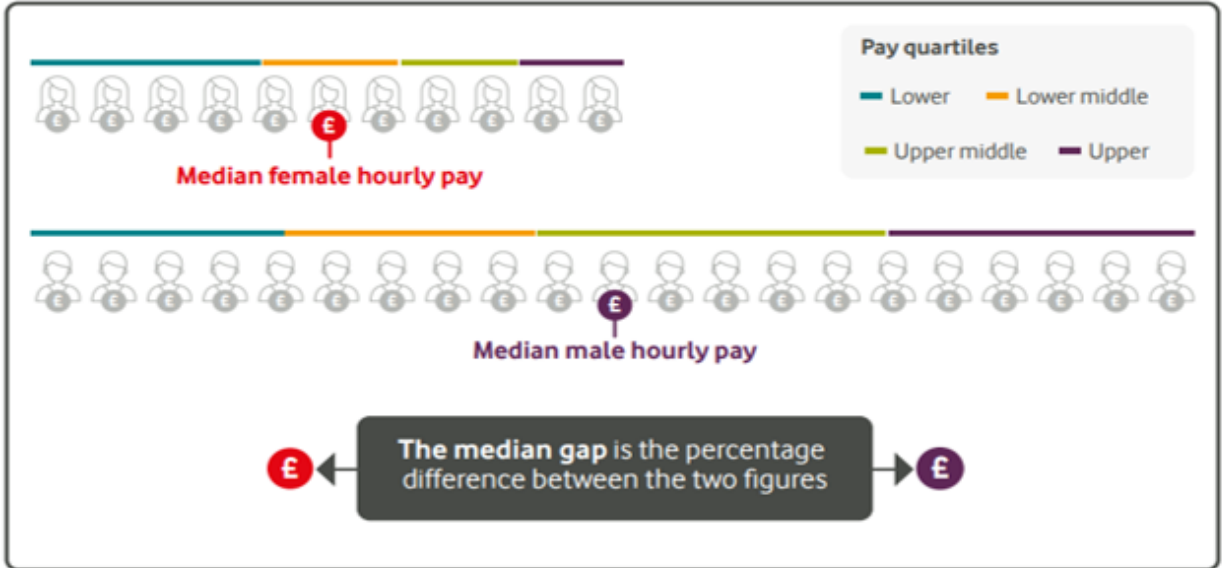
Methodology

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.

Values

Positive values are male favourable. Negative values are female favourable

Statutory Disclosure

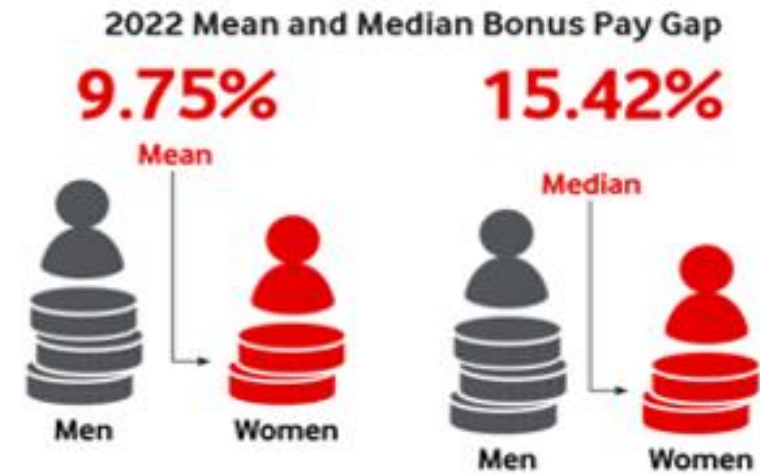
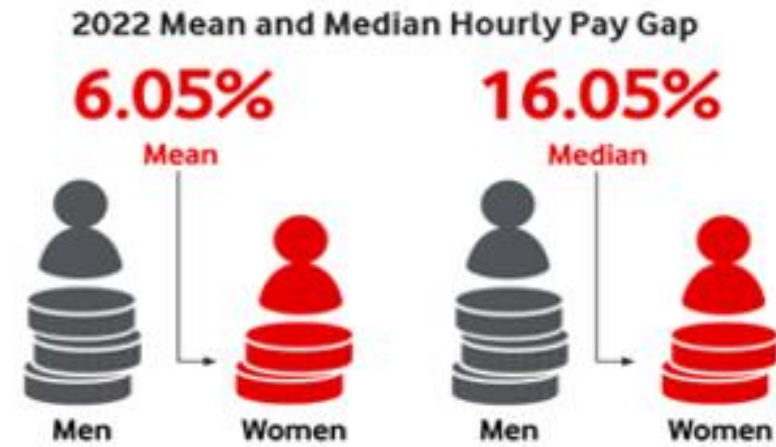
2022

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

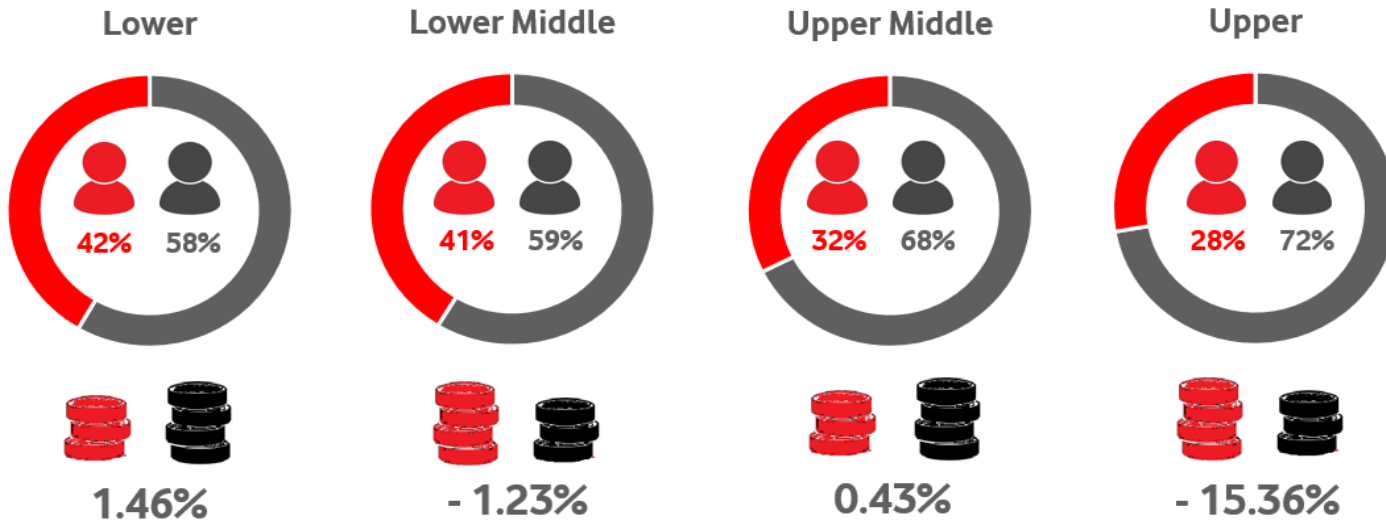
Our snapshot date is 30th June 2022. We follow the methodology set out in the Gender Pay Gap Information Act 2021.

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



Proportion of employees in each pay quartile



Mean Pay Gap per each pay quartile

Percentage of employees receiving a bonus





Our Global Programmes

YOUTH

#code-like-a-girl
workshops for
girls into
STEM each year

STEM



Launched in **2017**

50/50 Graduates hired globally each year since 2012

FAMILY

Global maternity policy

Global parental leave policy



16 Weeks paid

Work four days, paid for five

MENOPAUSE

Global Network

Impact at work research

Menopause e-learning

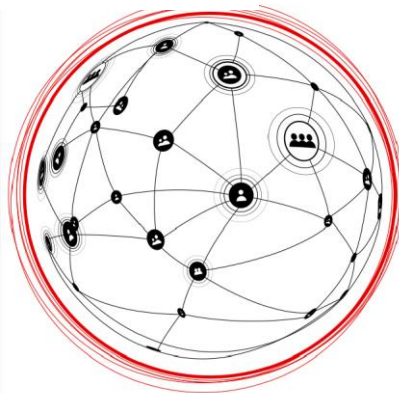
Menopause Toolkit

Global Support Program

NETWORKS

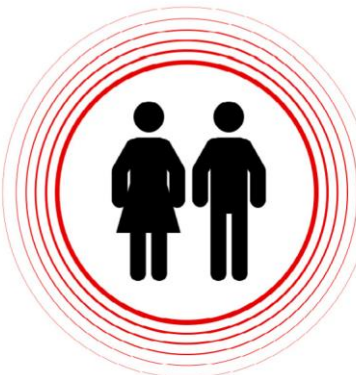
Women in

- Business
- Commercial
- Technology
- Corporate functions



WITHSTANDER

Debiasing the recruitment process
Challenge 4 Change Workshop
Withstander Programme



DOMESTIC VIOLENCE & ABUSE

Apps Against Abuse

HR and Manager training- Recognise Respond Refer

10 days safe paid leave
Domestic Violence and Abuse support policy

CAREER

Launched in **2017**
26 markets

Welcome back women

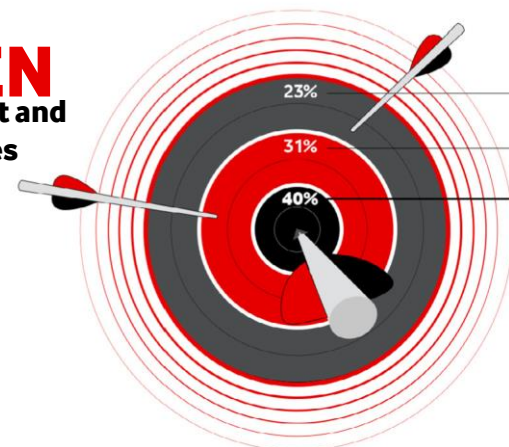


Transition back support

Management and frontline

RECONNECT

WOMEN in management and leadership roles



2010
2018
2030 Target

HYBRID working options available across markets

Remote hiring

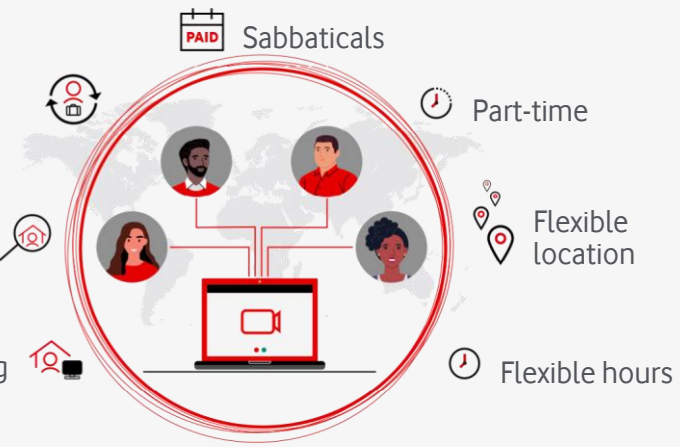
Remote working

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 Ltd %	Vodafone Ireland Group (all entities combined) %
Mean Hourly Pay Gap	7.27	6.05
Median Hourly Pay Gap	13.72	16.05
Fixed Term Mean	10.27	9.89
Fixed Term Median	38.47	38.21
Part Time Mean	-5.17	-14.96
Part Time Median	-4.51	-5.80

Proportion of employees in each pay band, by quartile

	Vodafone Ireland Ltd %		Vodafone Ireland Group (all entities combined) %	
	Men	Women	Men	Women
Upper	69	31	72	28
Upper Middle	71	29	68	32
Lower Middle	59	41	59	41
Lower	54	46	58	42

Mean and median bonus pay gap

	Vodafone Ireland Ltd %	Vodafone Ireland Group (all entities combined) %
Mean Bonus Pay Gap	7.92	9.75
Median Bonus Pay Gap	14.98	15.42

Percentage of employees receiving a bonus

	Vodafone Ireland Ltd %	Vodafone Ireland Group (all entities combined) %
Men	94	93
Women	91	91

Benefit in kind

	Vodafone Ireland Ltd %	Vodafone Ireland Group (all entities combined) %
Men	96	95
Women	92	93

Our strong commitment to diversity and inclusion enables us to reflect our customer base and wider society.

Over the last few years, we have made strong progress; however, we need to continue to ensure Gender Pay is an area of focus and identify opportunities to improve year on year.

I am proud of the progress we are making but recognise there is more to do.



Amanda Nelson

Ireland Chief Executive Officer, Vodafone Ireland

