

Telefónica Tech UK&I's journey to gender equity

At Telefónica Tech UK&I we think differently. Our business is never one-dimensional and is founded on our long-standing investment in people from diverse backgrounds. We all believe what we do matters. We are proud to support a range of customers across both the public and commercial sectors to unlock the power of integrated technology. From large scale NHS trusts using our healthcare technology service, to social care organisations, police forces and law enforcement agencies; to global insurance, financial and retail organisations, as well as large-scale manufacturing and construction businesses.



There is no typical Telefónica Tech UK&I employee and we believe that every employee voice matters. As we continue to grow we are committed to ensuring we have equity in all our processes and procedures, so regardless of gender, ethnicity or background, resources are shared impartially, fairly and provide equal possible outcome for every individual. We believe diversity has a competitive advantage and this continues to drive better outcomes for our employees, customers, & partners.

Our ambition is not to be a good place to work but a great place to work and diversity will play a key part in achieving our aim. Our guiding principle is to keep People at the Core in all that we do. We live by our values by being open, trusted and bold. Open to new ideas and ways of doing things. Trusted by our employees, customers and partners. Bold in our decisions and actions.



Telefónica Tech UK&I recognise the importance of transparency in encouraging accountability and inspiring impactful, action-led change. We are aware that the Tech industry is lacking in diversity and this is why we report our gender pay data and continue to hold ourselves accountable but we know there is always room to do more.

Reporting Group		%	
Mean gender pay gap		33.2%	
Median gender pay gap		38.0%	
Mean bonus gender pay gap		33.7%	
Median bonus gender pay gap		20.1%	
Proportion of males and females receiving a bonus		Male	55.2%
		Female	61.2%
Proportion of males and females in each pay quartile	Upper Quartile	Male	84.6%
		Female	15.4%
	Upper Middle Quartile	Male	78.2%
		Female	21.8%
Lower Middle Quartile	Male	60.3%	
	Female	39.7%	
Lower Quartile	Male	47.4%	
	Female	52.6%	