
This summary explains the UK gender pay gap results for Verizon UK Limited and Oath (UK) Limited from April 2019, each of which are annexed to this report. We also discuss below the results for all Verizon employing entities in the UK viewed on a combined basis and explain our ongoing efforts to improve those results.

The UK gender pay gap report aggregates data for all jobs within each employing entity without any comparison of how men and women performing similar work are being paid. Verizon has an ongoing commitment to pay equity to ensure that we pay employees performing similar work equitably. Our UK gender pay gap results continue to be driven by the shape of our UK workforce as we have more men than women in higher-paying jobs, particularly in sales roles. While there was improvement in our results in 2019 across the entities on a combined basis (Verizon UK Limited, Oath (UK) Limited, Verizon Connect UK Limited and Verizon Digital Media Services Limited) and in particular in Verizon Media (Oath (UK) Ltd), there's more work to be done to increase the representation of women across our UK businesses. As detailed, below, we are committed to do that work.

EXPLAINING OUR RESULTS

As in April 2019, only Verizon UK Limited and Oath (UK) Limited met the 250 employee statutory reporting threshold for UK gender pay gap reporting.

Across all four Verizon employing entities in the UK, our April 2019 aggregate hourly result was 17.3% median and 18.8% mean (18.26% and 23.68% at April 2018).

In the two employers where mandatory reporting requirements applied:

- the Verizon UK Limited result was 15.5% median and 19.1% mean (12.95% and 20.42% at April 2018); and,
- the Oath (UK) Limited (the Verizon Media, combined Yahoo! and AOL employee population) result was 18.2% median and 13.1% mean (22.31% and 33.35% based on the combined Verizon Media April 2018 population).

Although there are changes in the results for Verizon UK Ltd, similar to last year, the difference is largely driven by the representation of our workforce, particularly within our customer facing functions.

There has been a significant improvement in the results for Oath (UK) Ltd. This is in part due to an increase in the number of women at senior levels of the organisation.

With respect to the statistics regarding the respective percentages of men and women who received bonuses, all of our UK-based employees are eligible to receive bonuses and the reported differences are due to factors such as the timing of when employees joined.

OUR ACTIONS

At Verizon we're committed to a workplace which is diverse, inclusive and inspiring. We have made progress addressing our UK gender pay gap through the following:

- All UK entities raised awareness of unconscious bias and the impact it can have on business decisions through online and/or in person training sessions.
- We delivered several women's career and leadership development programmes, with senior leadership sponsorship, across the UK businesses including WOW, Forward20, Forward Activation, Empowered Leadership and Leader's Journey.
- We have sought to diversify our Talent Acquisition pipelines (for example, jobs boards for mums) and partners to attract a broader range of candidates to improve our representation of women at all levels of our businesses. We seek to have diverse candidate slates and we have worked on our interview processes with a view to ensuring gender diversity. We also review the wording in our job adverts and job descriptions to ensure that inclusive language is used.
- Verizon employers have been represented at UK forums and conferences such as Women in Tech and GroWiT.
- To attract and retain female talent, the UK employing entities have aligned maternity benefits so that all female employees, subject to length of service, receive the same generous enhanced maternity entitlements. In addition, we released updated flexible working policies that apply to all UK staff. We are working to increase the number of UK job adverts and descriptions that offer eligibility for flexible working, subject to business need.
- We have met regularly with our female and family oriented Employee Resource Groups to cover a variety of topics including career growth (such as flexible working) and inclusive culture.

LOOKING TO THE FUTURE

We recognise that it will take time for some of our commitments to improve the representation of women in certain areas of our UK workforce.

We know more needs to be done and we are committed to ensuring that the actions we take enable the change we expect, and want, to see. To achieve this, we will be reinforcing the steps we have taken so far, such as continuing to develop our UK based Employee Resource Groups and by engaging with and sponsoring diverse partnerships and conferences, and we will enhance those activities by rolling out the next stage of unconscious bias training and by ensuring that all new UK employees are trained on it within 30 days of joining. We will also, amongst other things, be offering paid family leave entitlement of up to 8 weeks' paid leave for new births and adoptions for all UK employees in 2020.

We are confident that we are focusing on the right areas to attract, develop, retain and empower women in our UK workforce. We will continue to work on these initiatives so that Verizon remains a great place to work.

April 5, 2019 Verizon UK Limited Gender Pay Report

Address: Reading International Business Park, Basingstoke Road, Reading, Berkshire, RG2 6DA

Sector: Information and Communication

HOURLY RATE

Women's Hourly Rate is:

15.5%	19.1%
(median)	(mean)

PAY QUANTILES

How many men and women are in each quarter of the employer's payroll?

Top quartile

83.9%	16.1%
Men	Women

Upper middle quartile

79.3%	20.7%
Men	Women

Lower middle quartile

72.5%	27.5%
Men	Women

Lower quartile

64.5%	35.5%
Men	Women

BONUS PAY

Women's bonus pay is:

20.0%	30.8%
(median)	(mean)

Who received bonus pay?

97.4%	94.4%
of Men	of Women

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Clare Aitkenhead

Director

Verizon (UK) Limited

Reading International Business Park, Basingstoke Road, Reading, Berkshire RG2 6DA

April 5, 2019 Oath (UK) Ltd Gender Pay Report

Address: Midcity Place, 71, High Holborn, London WC1V 6EA

Sector: Information and Communication

HOURLY RATE

Women's hourly rate is:

18.2%	13.1%
(median)	(mean)

PAY QUANTILES

How many men and women are in each quarter of the employer's payroll?

Top quartile

63.0%	37.0%
Men	Women

Upper middle quartile

60.9%	39.1%
Men	Women

Lower middle quartile

44.0%	56.0%
Men	Women

Lower quartile

44.6%	55.4%
Men	Women

BONUS PAY

Women's bonus pay is:

34.1%	42.4%
(median)	(mean)

Who received bonus pay?

93.4%	95.7%
of Men	of Women

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Kristiana Carlet Stagno

Director

Oath (UK) Ltd

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