

Gender pay gap reporting

06 April 2021 – 05 April 2022

Executive summary

Commentary and figures

Arqiva continues to place emphasis and commitment around inclusion and diversity which showed an improved picture during the April 2021 - March 2022 reporting period. Our mean gender pay gap was 9.8% which was a 1.6% improvement on the previous period (11.4%). A mean gender pay gap of 9.8% is significantly below the figure for organisations in similar industries. Our median gender pay gap was 11.2% in the period April 2021 – March 2022, an improvement of 5.5% over the previous period (16.7%) and significantly below the figure for organisations in similar industries.

Our gender pay gap reporting is just one way by which we track our progress towards becoming a more inclusive and diverse organisation. This report shares the progress that we are making across a range of areas to ensure we continue to work towards an inclusive environment where all our colleagues can thrive and utilise their diverse skills and talents.

During this reporting period, we embedded our approach to flexible and hybrid working: Work.Life.Smarter. which puts the work, rather than the place or time of day at the heart of the decision making on how people work at Arqiva. This approach is proving a significant differentiator in the external marketplace and is enabling us to attract a diverse mix of candidates, as well as retain colleagues who are better able to balance their home commitments with work, especially those with childcare and caring responsibilities.

As we have moved through the various phases of the Covid-19 pandemic, we have engaged with our Working Families, Inspiring Women, and Diversity Ambassador networks to get insight and input to help shape our approach in navigating this uncertain and unpredictable period.

Even though this report shows an improving overall picture, we remain committed to building on this progress and going further. Arqiva continues to have a role that is dedicated to Inclusion and Diversity which continually monitors external trends and best practice.

What actions are we taking?

We continue to invest time, energy and resource in the areas of education, recruitment, building employee networks and ensuring our reward principles are fair, transparent and understood by our employees.

Female representation on our senior leadership team (Executive Committee and their direct reports) remains strong with representation showing improvement over this reporting period driven by female appointments to key leadership roles. These appointments are a strong cultural indicator of our commitment in this area and have positive consequences for our wider approach to inclusion and diversity.

To ensure we have the best experts supporting us, we have expanded our partnerships, adding menopause experts Henpicked to our list of providers that includes Tommy's Pregnancy at Work and Inclusive Employers. Our Henpicked partnership has opened conversations with male and female colleagues about the impact of the menopause and how to support colleagues struggling with symptoms.

We celebrated International Women's Day with a record number of colleagues attending a variety of events, headlined by Abbie Eaton, British motorsport champion who led a discussion about breaking bias and being successful in a male-dominated industry.

Continuing the theme of learning from external best practice, we celebrated National Inclusion Week, in collaboration with our partners Inclusive Employers with three externally hosted events during a week that was opened by trans rights activist Juno Dawson.

In hiring externally, we are committed, along with our recruitment partner, to ensure diverse candidate pools for every vacancy. We support this approach with data and insight tools, such as LinkedIn and Stratigens, which help us identify and actively target harder to reach diverse talent pools with the skills that we need. We also use Textio to remove gendered language from our job adverts and require gender balanced interview panels.

Executive summary

Our employee-led network groups continue to grow in strength. Our Diversity Ambassador group has increased in numbers over this period and now has representatives from all business functions. They have initiated and led campaigns such as Standing Against Sexism, mental health, wellbeing and neurodiversity.

Following the launch of our Reward Framework in March 2021, we have embedded transparent, consistent and fair reward practices. Our pay principles on appointment, promotion and during our annual pay review ensure equitable treatment regardless of gender or background.

Within this period (September 2021 – February 2022), our overall employee engagement score increased by seven points. The People Science team at our partners Glint highlighted that the data showed the employee experience is consistent between genders at Arqiva.

Measuring and understanding the gender pay gap continues to help influence and shape our approach across the employee lifecycle. We continue to promote inclusive recruitment practices that do not discriminate based on gender or any other characteristic. We are committed to making our approach to inclusivity a differentiator for Arqiva. The actions and activities outlined in this report demonstrate our ongoing dedication to closing the gender pay gap and ensuring Arqiva remains an inclusive place to work where all our colleagues can thrive.



Shuja Khan
Chief Executive Officer

Statutory declaration

What's the difference between the median and mean gender pay gap calculations?

The median gender pay gap is the difference between the midpoints of the hourly earnings of men and women in the sample; it takes all salaries/earnings in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean gender pay gap is the difference between the average hourly earnings of men and women in the sample; it takes the total cost of salaries for each sample and then divides these figures by the number of people in each sample.

While both figures are relevant, the median is often seen as a more representative measure as it's not impacted by 'outliers' – the individuals that are at the extreme top or bottom of a salary range.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



A handwritten signature in black ink, appearing to read 'Shuja Khan'.

Shuja Khan
Chief Executive Officer



A handwritten signature in black ink, appearing to read 'Sarah Jane Crabtree'.

Sarah Jane Crabtree
Chief People Officer

Our figures

Gender pay and bonus gap

The table shows our overall mean and median gender pay data as a snapshot on 05 April 2022.

Gender pay gap

Mean	Median
9.8%	11.2%

Gender bonus gap

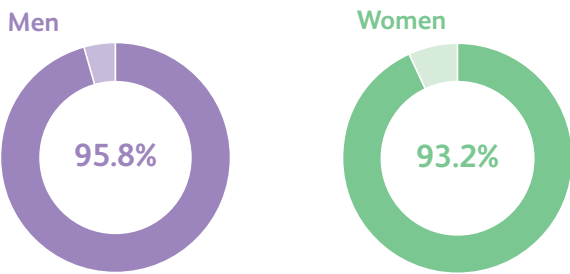
Mean	Median
19.9%	16.1%

As outlined in the introductory section, this reporting period has seen a decrease in both our mean and our median gender pay gap. Our mean gender pay gap is 9.8% and our median gender pay gap is 11.2% compared to 11.4% (mean) and 16.7% (median) in the previous reporting period.

The mean and median gender bonus gap data shows an increase compared with the previous year. This has been impacted by our gender distribution across pay quartiles (and associated 'on target' bonus levels) and the number of male colleagues in receipt of legacy bonus arrangements. Our mean gender bonus gap is 19.9% and our median gender bonus gap is 16.1% compared to 10.6% (mean) and 5.3% (median) in the previous reporting period.

Proportion of colleagues receiving a bonus

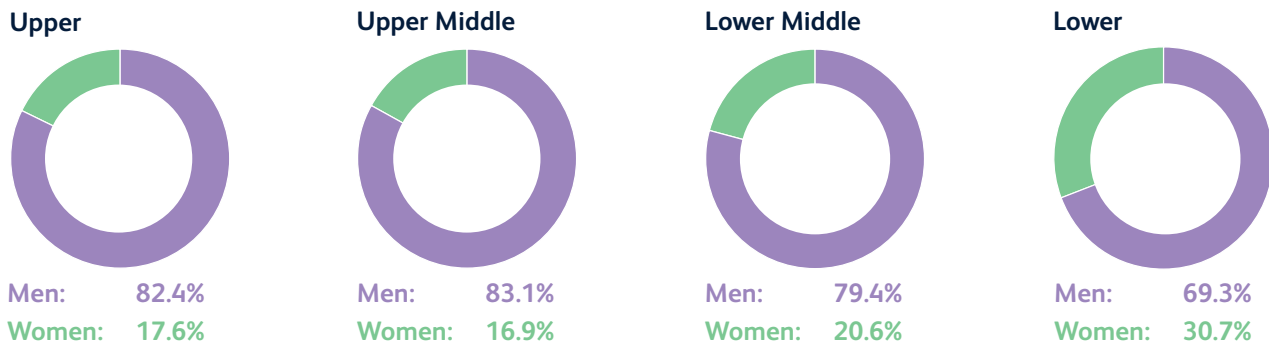
These charts illustrate the difference between the number of men and women being paid a bonus for their performance between April 2021 and April 2022. The number of women receiving a bonus has improved again this year by 0.3% percentage points.



Eligibility to receive a bonus payment in any given year is based on being employed on or before 31 March as a new starter, or in service on 30 June. Because of the normal nature of staff turnover, these figures are always going to fluctuate and are not representative of eligibility relative to gender.

Pay quartiles

The information below illustrates the gender distribution at Arqiva across four equally sized quartiles, each containing a varied population spread of approximately 300 people in each quartile.



Like many organisations in the science, technology, engineering and maths (STEM) sector, our pay quartiles demonstrate that we continue to be male dominated. In order for there to be little or no gender pay gap, there would need to be the same ratio of men to women in each quartile. This is simply a factor of our environment and we recognise that if we are to continue to close the gender pay gap then we need to not only have a better balance of women in senior positions, we also need to continue to invest in creating a more diverse talent pipeline.

Contact information

external.hr@arqiva.com

For press and media enquiries please contact the press office: Press.Office@arqiva.com

