

UK gender pay gap report 2020

Fostering a talented, diverse team of employees working together towards a common purpose is crucial to enhancing the customer and employee experience and creating the world's best enterprise network.

We believe that everybody should have the same opportunities, regardless of gender.

Lumen employs 63% more women than the UK national average within the technology sector

Lumen demographic

Male 74%



Female 26%



UK technology sector*

Male 84%



Female 16%



Historically, females have been underrepresented in the technology industry and hold disproportionately fewer tech-related jobs throughout the world. Recent studies estimate that only 16% of employees in the UK technology sector are female.

* Source: "BSC Insights 2019" - BCS, The Chartered Institute for IT

The significant narrowing of our gender pay gap is reflective of our team's progress and ambition to create a diverse and inclusive workforce. I am delighted to see a 19% improvement in our gender pay gap and we will continue to build on this to improve both the overall proportion of women in our business and female representation in management roles at all levels of the organisation. Lumen has a very active diversity agenda, and I am personally committed to providing equal opportunities for all employees."



Annette Murphy
Managing Director, EMEA

Proportion of employees receiving a bonus

Male 99%



Female 100%



Lumen Technologies has grown from the historically male-dominated infrastructure technology sector, invariably leading to more males in the upper pay echelons. In 2020, we saw a reduction in the percentage of females in the lowest 2 quartiles with an increase in the upper middle quartile indicating that we are improving the representation of women in the higher paid echelon. We are currently working to improve these ratios through policy updates, programmes to promote diversity, education and research.

Gender pay and bonus gaps

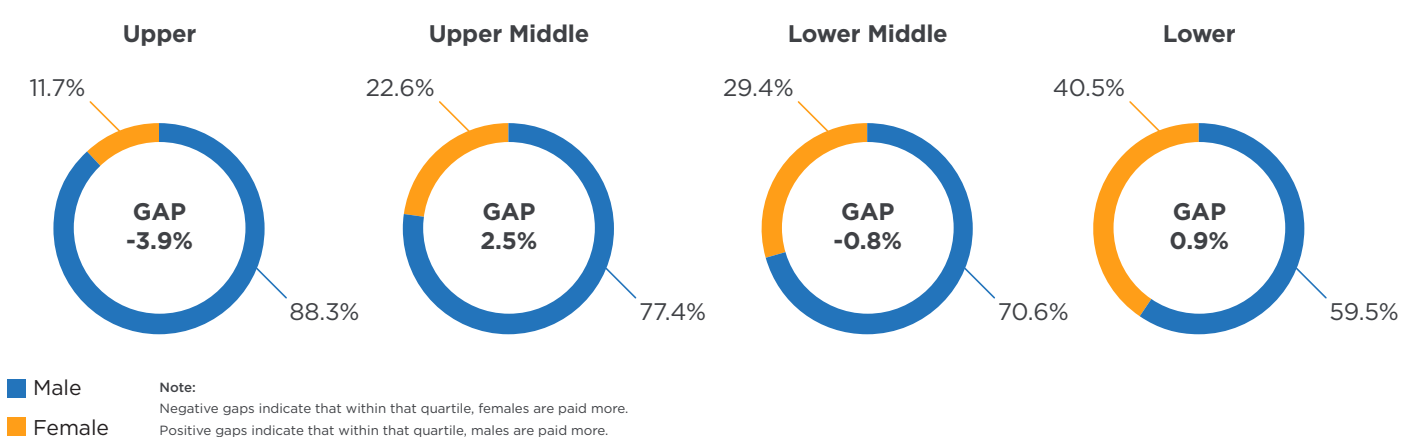
	Mean	Median
Pay Gap	19.2%	20.1%
Bonus Gap	34.4%	39.2%

Significant headway was made towards narrowing the pay gap demonstrated by a 19% improvement in our mean pay gap (previously 23.7%) and 19.8% improvement in our mean bonus pay (previously 42.9%) metrics. Overall, we saw improvement in 3 of 4 figures in 2020 with the median pay gap also showing a modest improvement of 6%, and the median bonus pay gap experiencing a 1.55% decrease. The high bonus gap percentages are attributed to how many men versus women we have and the senior roles men occupy - which lend themselves to higher basic pay and bonuses.



Our focus will continue to be on the hiring and progression of talent at all levels. We take the long-term view that encouraging women into technology is the right thing to do, in order to create the more balanced and equal employee base we strive towards.

Pay quartiles | Based on 1155 employees across the quartiles



The mean pay gaps for each quartile are displayed in the centre of the graphs above. The mean gap at each level is relatively small, demonstrating within-quartile differences are as likely to favor women as they are to favor men. We aim to recruit and pay equally for equal roles. Our compensation philosophy is designed to provide opportunities for career advancement to ensure equity for similar responsibilities, regardless of gender.

How we seek to close the gender pay gap



Employee Involvement

We have an active Employee Resource Group (ERG) programme which includes a group dedicated to gender issues: Women Empowered. ERGs are a key pillar of our diversity strategy, creating a safe space to raise issues which predominantly affect women and running a range of events including opportunities to consider career development and internal progression from a specifically female viewpoint.



Enhanced Gender Diversity

Lumen has a very active apprenticeship programme, both for early in career and developmental qualifications during employees' careers. Our overall % of women participating in apprenticeship programmes is 29%.



Family Friendly Enhancements

Lumen has a family friendly approach to working, from a core hours approach to the ability to work remotely. This ensures our employees have the flexibility to accommodate their schedules at work and at home. Our aim is to support both men and women in achieving their goals at work while also enabling them to share in their family responsibilities.



Increasing Female Representation

We are taking steps to reinforce with our leaders and employees the company's strong commitment to fostering a diverse and inclusive work culture that provides equal employment opportunities for women and men, such as, among other initiatives, recently requiring that all director-level employees and above attend unconscious bias training,



Career Progression Framework

Lumen is enabling a robust career progression framework to retain talent across the business and promote from within, whilst continuing to review and benchmark our Family Friendly and Flexible Working approaches.