

# Telstra Limited

## UK Gender Pay Gap Report



Based on statistics on 5 April 2019

Mean Gender Pay Gap

21.9%

Mean Bonus Pay Gap

25.9%

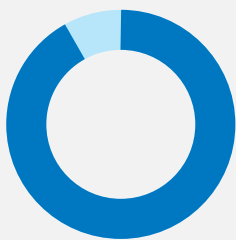
Median Gender Pay Gap

25.9%

Median Bonus Pay Gap

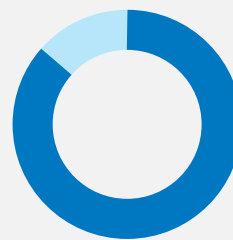
33.5%

### Percentage of males and females receiving a bonus



90.8%

of males received  
bonus by snapshot date



86.4%

of females received  
bonus by snapshot date

### Proportion of males and females in each pay quartile

Quartile 1 (Lower)

Lowest paid hourly rate of pay

34 Females

52.3%

31 Males

47.7%

Quartile 2 (Lower Middle)

Second lowest hourly rate of pay

18 Females

27.7%

47 Males

72.3%

Quartile 3 (Upper Middle)

Second highest hourly rate of pay

12 Females

18.5%

53 Males

81.5%

Quartile 4 (Upper)

Highest hourly rate of pay

13 Females

23.4%

49 Males

76.6%



At Telstra we're committed to achieving gender equality across the board, including pay.

We've been measuring, and gradually closing, the gender pay gap across our Australian workforce for many years. This is the first time we've measured it for our UK team and we're disappointed to find this gap.

We're vigilant about how we administer and apply policy to avoid any bias in performance assessment and remuneration decisions.

More broadly, we have clear targets to increase female promotion rates and representation across our business, particularly in under-represented areas like technology. This includes having at least 50% representation of women on interview lists.

And our [All Roles Flex](#) policy makes it easier for our people – both men and women – to balance work and home responsibilities. In our UK team, many more women opt to work part-time which goes some way to explaining the bonus and pay gap.

We know there's more work to do and we remain committed to achieving gender pay equity in all countries we operate.

**Matt Williams**  
Head of EMEA at Telstra