



## **Fair pay statement - 2023**

In June 2021, Virgin Media and O2 came together to create one of the UK's largest businesses – Virgin Media O2. A 50/50 joint venture between Liberty Global and Telefónica, our new business now employs 16,000 people.

Virgin Media O2 is proud to be a leading UK employer and is committed to ensure its employees are paid fairly and appropriately for their contribution. We ensure our reward strategy is aligned to our business strategy; helping our business attract, engage and retain high performing people at all levels of the organisation and encourage the behaviours that drive success.

At Virgin Media O2, all permanent and fixed term employees have a grade, which is determined by the type of role that they do, and whether they're in a management or non-management role. Each grade has its own pay range or pay points. For some grades there are set pay points within the grade and every employee must sit on a pay point. For all other grades there is a pay range and every employee must be on at least the minimum salary for their grade. Along with the grade, external benchmark data is also applied to the roles. This means that pay will be directly linked to how competitive it is against the external market. Virgin Media O2 aims to pay the market median.

Each year, pay is reviewed to make sure that it is still competitive and we negotiate with our recognised Trade Unions and employee representation groups. We are pleased to have reached agreement on our 2023 pay deal which includes a 2% consolidated increase plus £1,500 for those earning under £50K; £1,000 for salaries between £50,000 and £75,000; and, £500 for salaries above £75,000. All employees will receive an additional one-off payment of £400. This package is on top of a targeted support allowance of £1,400 we introduced in 2022 to employees earning £35,000 and under to assist with the rise in the cost-of-living. This is being paid until July 2023.

During 2022, we launched new policies to support our employees, including:

- an aligned policy approach to family friendly and carers' leave, offering enhanced leave and pay for our people under the new '*Welcoming a New Addition to the Family*' and '*Dealing with the Unexpected*' policies; and,
- our '*Take Five*' Volunteering Policy gives employees up to five days paid leave per year to volunteer in their local community.

Although we operate solely within the UK, we buy from a global supply chain sourcing a diverse range of products and services to support our customers and the services we offer. Building on our commitment to pay a living wage in our own business, we integrate requirements into our procurement process that instruct suppliers to meet or exceed national or, where applicable, local minimum legal pay standards via the codes of conduct that we operate.

Further information regarding commitments to our employees, customers, suppliers and partners and maintaining the highest ethical and legal standards can be found in our [Code of Conduct](#) policy. We also publish an annual Modern Slavery [statement](#) detailing our due diligence activities on this issue.