



QVC UK

Gender Pay Gap Report 2020

Introduction from *Rachael Egerton*

At QVC UK we are committed to building an inclusive community that ensures equity and a sense of belonging for every team member, business partner, and customer experience we offer.

As we enter the third year of gender pay gap reporting – (the difference between the average earnings of men and women) our gap remains comparative to the previous year.

KEY MESSAGES

- This year our gender pay gap is **15.9%** compared to last year at **15.1%** and remains lower than the national average of **17.3%**.
- Our gender bonus gap is **52%** compared to **44.1%** last year.
- We aligned our bonus schemes which means that the number of team members receiving a bonus has increased across both genders. The gap between male and female participation has reduced to **0.3%**.
- Nationally, there is slow progress reflected in the proportion of women getting higher paid roles in British businesses, but this is not a trend representative at QVC UK. We have a **54/46** split between men and women within our highest earners.
- We are confident that we pay men and women equitably and we pay equally across genders for like positions.

Our largest contributing factor to our pay gap continues to be the balance of men and women across job levels – we continue to have a greater number of women working flexibly in our lower paid roles.

We know that our flexible working patterns are generally more favourable to women – we view this positively and do not intend to restrict accessibility and options to work for the purpose of reducing our pay gap. This does not mean we are accepting of our current pay gap.

We remain unequivocally committed and curious to understand any opportunities we have to reduce our gap, striking the right balance in doing so by ensuring we focus on those areas that matter and will make a meaningful difference for our teams.

We know that change will not happen overnight and will require a shared accountability as a UK team, leveraging our cultural principles to challenge how things are done, and seeking diverse perspectives in order for us to truly unblock barriers to greater inclusivity.



UK People Lead



Key steps *Ahead*



We continue to focus on inspiring a learning culture by evolving our learning and development programmes, resources and tools enabling all of our team members to have greater access to learning opportunities.



For 2020 we will extend our reach to more team members, taking opportunities for external inspiration and sharing more on the topic of diversity and inclusion.



We will aim to increase representation on our Global Women in Network group and engage with our teams on other team member resource groups that will accelerate our D&I progress.



We are widening our talent acquisition reach thoughtfully and using more niche job boards to target underrepresented groups. We stay committed to gender diversity and champion women's and men's, empowerment to create and enable professional experiences and relationships where every team member can thrive.



From team member insight, there is ongoing work to remove content of job advertising that infers a bias towards a particular gender. We are currently exploring unconscious bias technology that automatically neutralises job postings to remove any gender bias.



We continue to challenge ourselves and review our internal and external talent pipelines and ensure we maximise the very diverse and unique talents of all our team members.

Our figures at a *Glance*

OUR GENDER PAY GAP



For **2019**, we saw a slight rise in our gender pay gap



this is below the national average of **17.3%**.

WHAT IS 'MEAN AND MEDIAN'?

Mean is the average when you add up all of the numbers and then divide by the number of team members.

Median is the middle value in the list.

The gender pay gap is the difference between the average wages of men and women, regardless of their job.

The national (mean) average is **17.3%**.

WHAT CAN WE BE SURE OF?

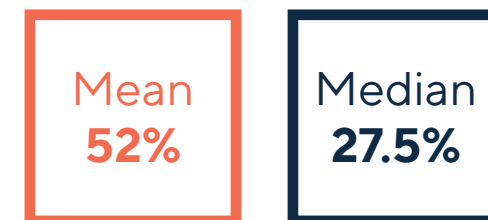


We pay fairly and equally – our existing pay strategy includes job evaluation and regular market reviews.



We offer flexible working opportunities which makes us an attractive employer to women and men at all levels.

BONUS GENDER PAY GAP



The number of team members receiving a bonus has **increased across both genders**.



For **2019**, we aligned our bonus schemes which means that the number of team members receiving a bonus has increased across both genders. The gap between male and female participation has shrunk to **0.3%**.



Our gender bonus gap is **52%** compared to **44.1%** last year.

Pay *Quartiles*

