

# Vantage Data Centers UK

## Gender Pay Gap Reporting at 5 April 2023

### 1.0 INTRODUCTION

Vantage is committed to being a workplace of inclusivity, equity, respect and acceptance. We believe that a wide array of perspectives will enable our business to be more effective, more creative and more relevant. By creating a diverse and inclusive culture, we encourage and support our employees to achieve their full potential.

Vantage's JEDI (Justice, Equality, Diversity and Inclusivity) Council was established with the following vision and mission:

- Vision: To be recognized as the leader in diversity, equity, inclusion and belonging in the data center industry. Our employees, customers and communities are positively impacted through our individual and corporate actions
- Mission: Vantage is committed to increased diversity and inclusion at every level of our company. We seek to provide opportunity and advancement for all people. We value, recognize and respect our unique life journeys

Achieving the above depends in part on us analysing data to understand where we stand; then using that to inform targeted actions to drive improvements.

Gender pay gap data is a just one part of this and our commitment to shaping our future actions.

### 2.0 KEY POINTS TO NOTE

#### 2.1 Equal pay and the gender pay gap

The gender pay gap and equal pay both deal with pay disparity at work, but they are not the same.

Equal pay means that men and women performing equal work, or work of equal value, must receive equal pay. Equal pay has been a legal requirement for decades and is currently covered by the Equality Act 2010. It applies to salary and all contractual terms and conditions of employment, such as holiday (entitlement), bonuses, pay and reward schemes and pension (payments).

The gender pay gap however measures the difference between men and women's average earnings in an organisation. It does not take into account people's roles or seniority.

An employer with an effective equal pay policy can still have a gender pay gap. For example, this can happen if the majority of women are in lower paid jobs in any organisation.

We are not in a position currently to provide qualified data with regards to ethnicity pay gaps. Whilst we can ask employees to disclose certain confidential personal data, we cannot compel an employee to declare their race or ethnicity (this has to be provided to voluntarily). Our data in this area is incomplete and does not allow for any meaningful analysis. We will continue to work towards full (voluntary) disclosure and ethnicity reporting may be something we are able to include in our next annual report.

## **2.2 Reminder of the legislative requirements**

Gender pay gap legislation requires employees in the UK with 250 employees or more to calculate and publish on an annual basis gender pay gap data. This must be based on figures taken on the 5<sup>th</sup> April each year. The information we are required to publish includes:

- Mean and median gender pay gap (based on hourly rate of pay on 5 April 2023)
- Mean and median gender bonus pay gap (considers bonus pay received in the 12 months leading up to 5 April 2023)
- Proportion of men & women receiving a bonus payment
- Proportion of men & women in each quartile pay band (looking at the proportion in 4 pay bands when we divide our workforce into 4 equal parts)
- The gender pay gap is expressed as a percentage of male earnings (e.g. women earn x% less than men)

## **2.3 Mean and median explained**

The mean pay gap is the difference in the arithmetic average hourly pay for one group compared to the other, within our organisation (men compared to women).

The median represents the middle point of a population. If you lined up all our women and men in order of the hourly rate at which they are paid, the median pay gap is the difference between the hourly rate for the middle woman compared to that of the middle man.

The mean & median are important metrics that need to be looked at together. However, as mentioned above, the mean can be skewed by fewer individuals earning more in the upper ranges.

### 3.0 OUR RESULTS

Hourly pay gap		Hourly pay quartiles		
2023		2023		
		Male	Female	
Mean hourly pay gap	18.4%	Upper (highest paid)	83.6%	16.4%
		Upper middle	81.8%	18.2%
Median hourly pay gap	28.6%	Lower middle	63.6%	36.4%
		Lower (lowest paid)	74.6%	25.4%

  

Bonus pay gap		Proportion of employees who received bonus pay	
2023		2023	
Mean bonus pay gap	55.6%	Male	84.2%
Median bonus pay gap	8.3%	Female	80.0%

We do not pay people differently in Vantage based on their ethnicity or gender. We have a gender and ethnicity neutral approach to pay across all levels in the organisation. We regularly review this (at least annually) to make sure we are meeting both our legal and moral obligations.

The gender (pay) gap in Vantage in the UK is caused by us having a lower proportion of females in (senior) leadership roles. This fundamentally skews our data but at the same time it clearly shows where we need to focus efforts to address our gender pay gap - specifically to having more female representation in those (senior) leadership roles.

The Vantage mean pay gap of 18.4% is broadly in line with what we expect to see from a UK Technology company. PWC publishes a report each year showing the outcome of the reporting cycle just gone i.e. April 2022 figures, which shows the Technology sector mean pay gap in the UK is just under 20%. In Construction it is higher at c24%.

Contextually, from a global headcount perspective our diversity mix is approximately 70% male, 25% female, 5% not declared. Excluding Site Operations and Construction, that split does change: 60% male, 35% female and 5% undeclared.

We recognise that overcoming some of the barriers and challenges standing in the way of more equal workplaces generally (but also more specifically within our sector) will take time. That said, with the actions that we have in play already (as well as the future plans mentioned below) we are confident that we will drive this change in our business in the short, medium and long term.

We remain committed to working towards a truly diverse workforce at every level in Vantage.

#### 4.0 So - what next?

To increase the number of female and ethnically diverse colleagues in (senior) leadership roles, we will:

- Advertise all posts internally to widen the pool of candidates (and consider employees for development before we look to the external market)
- Seek diverse shortlists for all senior and external hiring
- Continue roll out/deployment of mentoring and leadership training, as well as executive coaching
- Use specialist software (Textio) to create gender neutral vacancy marketing, reducing gender bias in talent attraction
- Encourage the next generation of female and ethnic talent across our business through the Women's Leadership Forum, Black Employee Network, Muslim Employee Association
- Continuation of our Mentoring programme for future leaders (globally)
- Develop an early careers and employability program strategy (with diversity at the core of that planning)
- Unconscious bias will be mandatory training for every new colleague in Vantage

## APPENDIX 1: Data & Methodology

### Methodology

The table below sets out further information on the data and methodology used to calculate the disclosure figures.

Area	Regulatory guidance	Relevance to Vantage's calculations
Snapshot date	5th April 2023	Impacts on the items below.
Relevant employees Bonus pay figures	Any person employed by the relevant employer on the snapshot date.	Our calculations include 267 relevant employees. These individuals have been identified based on the start and leave dates in the data provided.
Full-pay relevant employees Hourly pay figures	Any relevant employee who is not, during the relevant pay period, on reduced pay as a result of leave.	Our calculations include 266 full-pay relevant employees, which is based on the relevant employees above, excluding 1 employee who was identified as being on reduced pay as a result of leave due to receiving SMP.
Hourly pay period Hourly pay figures	The pay period including the snapshot date, where weekly, fortnightly, monthly or other period.	We have based our figures on the monthly payroll data provided. The following page sets out the treatment of each individual pay element.
Bonus pay period Bonus pay figures	The period of 12 months ending with the snapshot date.	We have based our calculations on the annual bonus data provided. The following pages sets out the bonus schemes included.
Hours Hourly pay figures	For employees with normal working hours this is the employee's weekly contractual hours on the snapshot date.	We understand that all employees have 40 contractual hours with the exception of 6 part time employees, where their contractual hours has been provided via email. Where employees joined or left during April, hours have been scaled to reflect the number of days worked.

### Pay and bonus element treatment

The tables below sets out the treatment of individual pay elements in our calculation of the gender pay gap figures.

Pay elements included		Indicators of reduced pay as a result of leave
Basic salary	Cycle to Work scheme	SMP
Commission payments*	EV salary sacrifice	
Car allowance	Kiddivoucher salary sacrifice	
Bonus*	Nursery salary sacrifice	
Holiday pay	SS-EE pen	
On call allowance	In lieu of pension	
<p>*The hourly pay calculation also includes bonus pay paid during the hourly pay period. In this calculation, we have scaled bonus payments to reflect the period to which they relate (annual for bonus, monthly for commission).</p>		
Bonus elements		Excluded pay elements
Annual/management bonus	Commission payments	All total fields e.g. total gross pay, net pay, total deductions
Outperformance bonus	Wellness bonus	All tax fields e.g. Tax, employer costs, employee and employer national insurance
Referral bonus	Sign on bonus	All deductions e.g. Student loan payments, postgraduate loan, priority AEO
		All employer salary sacrifice items e.g. EE Pen-ER, CCV-ER, Cycle to work-ER
		Overtime