New UK legislation requires organisations with more than 250 employees to publish their gender pay gap figures.

**Our ambition is clear and we have programmes in place to increase the number of women in leadership, engineering and technology roles.**

We are required to publish figures on bonus pay, our pay quartiles and the Gender Pay Gap. The figures will be published on the Government’s website www.gov.uk and our own.

**We have to provide data for all 5 of our employing entities:**
- Sky UK Ltd - our corporate and broadcasting teams
- Sky CP Ltd - our tech and innovation teams
- Sky Subscriber Services Ltd – our sales & service contact centres
- Sky In-Home Service Ltd – our engineers & broadband tech teams
- Sky Retail Stores Ltd – our retail teams

Gender Pay is often confused with Equal Pay but they are not the same thing.

Gender pay looks at the average pay of men and women across the whole business, regardless of role or seniority.

Equal pay looks at the difference in pay between a man and a woman doing the same role, with the same skills and experience.

**Gender Pay**

- **Mean:** 11.5%
- **Median:** 17.5%

**Equal Pay**

- **Mean:** 17.4%
- **Median:** 18.4%

**Gender Pay Gap**

- **Mean:** 40.1%
- **Median:** 37.9%

*Source: ONS.gov.uk, 2017

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**What are we doing to close the gap?**

Our ambition is clear and we have programmes in place to increase the number of women in leadership, engineering and technology roles.

**2020 Representation Targets**

<table>
<thead>
<tr>
<th>GROUP</th>
<th>CURRENT</th>
<th>TARGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership</td>
<td>39%</td>
<td>50%</td>
</tr>
<tr>
<td>Technology</td>
<td>21%</td>
<td>30%</td>
</tr>
<tr>
<td>Digital</td>
<td>31%</td>
<td>40%</td>
</tr>
<tr>
<td>Group Product &amp; Supply</td>
<td>24%</td>
<td>30%</td>
</tr>
<tr>
<td>Home Service</td>
<td>2%</td>
<td>20%</td>
</tr>
</tbody>
</table>

**Group Representation Targets**

**Proportion of male and female employees by quartile pay bands**

- **Upper (Highest Paid Quarter of Employees):**
  - Men: 73%
  - Women: 27%
- **Upper Middle:**
  - Men: 73%
  - Women: 27%
- **Lower Middle:**
  - Men: 69%
  - Women: 31%
- **Lower (Lowest Paid Quarter of Employees):**
  - Men: 53%
  - Women: 47%

**These are the results for Sky overall**

**Equal Pay**

- **Mean:** 17.5%
- **Median:** 18.4%

**Sky’s Bonus Awards**

- **Mean:** 40.1%
- **Median:** 37.9%

- **Of Men Received Bonus Pay:** 73%
- **Of Women Received Bonus Pay:** 72%

**Our Progress is Recognised**

- 30% Club
- Top 50
- Wise
- Workingmums

**Sky’s Pay Quartiles**

The vast majority of organisations have a gender pay gap. Our gender pay gap and our bonus gap are caused by having proportionally more men than women in our higher pay quartiles. There are two main reasons for this:

- **There are more men in our most senior positions**
- **We employ more men in higher paying role types such as in tech or digital**

**Explanation of the Figures**

- **Equal pay is not the issue, gender representation is**
- **To close the gap, we are:**
  1. Increasing the number of women in our leadership, engineering and technology roles.
  2. Implementing programmes to increase female representation in our workforce.
  3. Publishing our gender pay gap figures on the Government’s website and our own.