

# UK GENDER PAY GAP REPORT

## 2024

### **INTRODUCTION**

Tata Communications (UK) Ltd is committed to providing equal opportunities to all our employees, adhering to the Tata Code of Conduct. We recognise that diversity of talent is key to our success, because people of different genders, backgrounds, skills and perspectives enable us to anticipate and respond to the changes in our industry with agility and address our customers evolving needs more effectively. We'll continue to introduce new initiatives to help improve gender diversity at Tata Communications in the UK and globally and help accelerate growth of our business.

Shalini Chandra, Director Human Resources (EU)

Indranil Sapre, Director Finance (EU)

*The UK government requires all companies with 250+ employees to publish their gender pay gap. Gender pay gap figures show the difference between the average earnings of men and women in an organisation, regardless of their role or seniority. It is not the same as equal pay, which relates to men and women being paid differently for carrying out like for like work of equal value. At Tata Communications UK, we are committed to advancing gender equality and paying all our employees fairly.*

# OUR FIGURES



**20.93%**

*Mean gender pay gap*

**17.99%**

*Median gender pay gap*

**0.34%**

*Mean bonus gender pay gap*

**0.08%**

*Median bonus gender pay gap*

## PERCENTAGE OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND

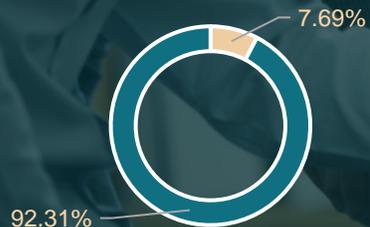
**Lower Quartile**



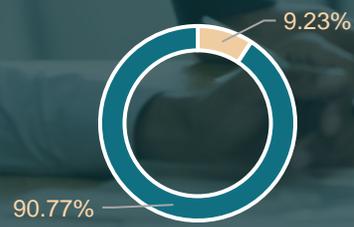
**Lower Middle Quartile**



**Upper Middle Quartile**



**Upper Quartile**



**85.45%**

*Percentage of males receiving a bonus payment*

**76.92%**

*Percentage of females receiving a bonus payment*

Key:  
Female Employees  
Male Employees

# ANALYSIS

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Our 2024 gender pay gap figures are based on payroll data from April 2024. Since our last gender pay gap report published in 2018, we are delighted that we have closed the pay gap on bonus pay for our female employees, reducing the average bonus pay gap from 35.82% in 2018 to <1% in 2024.

We acknowledge a small increase of 2.68% in our average gender pay gap since we last reported, and we believe this is attributed to the reduced number of women overall in the UK organisation (20.17% in 2018, compared to 15.12% in 2024) as well as reduced number of women in both middle and senior leadership roles (16.44% and 12.16% in 2018, compared to 7.79% and 9.23% in 2024).

We are committed to addressing the diversity split and increasing the number of female leaders. In 2024 we launched the ***Achieve 2.0: Women in Leadership*** training programme for our up and coming female leaders globally. The programme runs over the course of the year and coordinates several online and face-to-face sessions for our female leaders, encouraging professional development and peer to peer support. We were pleased to host an in person three-day workshop in our London offices for our UK and EU female leaders.

## **Diversity - a priority for Tata Communications globally**

- Each month, we track the proportion of females in our organisation worldwide and our performance on retaining and hiring female employees.
- We review our overall diversity action plans on a quarterly basis and publish an infographic with the leadership demonstrating an update on diversity metrics and the key initiatives.
- We recognise that workplace diversity is not just about gender - it's about building teams with different backgrounds, sexual orientations, perspectives and skills. As a Tata company, we adhere to the Tata Code of Conduct, which means that we have a holistic approach to diversity and inclusion, and we're committed to providing equal opportunities to all our employees.

# OUR INITIATIVES



## Initiatives for hiring new talent

We endeavour to address the gender imbalance at Tata Communications UK when hiring new talent:

- Our recruitment software uses AI to match candidates to open job roles. In the case where female applicants are underrepresented in the shortlist, the system will automatically include the most qualified female candidates in the shortlist.
- Our UK Talent team have an annual target of 35% for new females hires.

## Initiatives for our employees

Our diversity and inclusion strategy, Winning Mix, is propelled by ongoing dedication from leadership, serving as a compass for our actions and choices. Our objective is to empower every employee to excel and showcase their unique diversity and strengths. We also have the following initiatives to improve gender diversity and help our employees balance their demands at work and at home:

- We offer bespoke training programmes for our HR and Talent Recruitment teams on diversity and inclusion via our partner Coursera.
- Employees and line managers can access a variety of training modules covering topics such as diversity, inclusion, and unconscious bias through the Tata Communications Learning Academy.
- Achieve 2.0 – A Leadership Development Program for Women has been designed for women across all functions, geographies, and levels providing resources to support professional growth and leadership potential.
- Unconscious Bias Awareness Training: This year, we launched the "Anchor" program to train leaders in addressing unconscious bias. Online modules and workshops on unconscious bias are also available on the Tata Communications Learning Academy.
- 'Make Each Woman Count' initiative has been designed to proactively retain women employees. A monthly dashboard is published to keep track of resignations, retention efforts, opportunities, and best practices to explore across functions
- We offer 26 weeks fully-paid maternity leave to support employees during this exciting time and encourage and support return to work afterwards.
- We offer an Employee Assistance program, in partnership with leading industry vendors, is made available free of cost for all employees.
- We have Aspire to Inspire; our monthly role model series featuring employees across the organization and their inspiring journeys.
- We have implemented the Future of Work Policy, which gives employees the opportunity to manage hybrid working successfully and enables flexibility to employees to manage their own office days and WFH days as it suits them.

*We confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.*