

Gender pay gap reporting

April 2024 – March 2025

Executive summary

Our Vision: A workforce who feel valued, empowered and engaged.

Continuing our commitment to inclusivity

Our inclusivity ambition remains unchanged: we are committed to sustaining a workforce who feel valued, empowered and engaged. To this end, the gender pay gap is an important benchmark which helps to inform whether we are making progress in this ambition.

We are committed to sustaining a culture of inclusion in all areas of our business.

Our mean gender pay gap remains 6.1% (previously 6.1%) and our median gender pay has narrowed to 7.3% (previously 10.9%). This is favourable when compared to many businesses in our sector. This report outlines some of the key initiatives we have taken as part of our inclusion, equity and diversity agenda, the outcomes and our plans to continuously improve.

Strengthening inclusion

During this reporting period, we designed and implemented our Career Framework, providing our colleagues with a transparent view of all the job roles that we provide, enabling clear pathways and equal access for career development.

Alongside this, we launched a series of webinars called Career Stories. In these sessions, a diverse group of colleagues from across the business have discussed career challenges they have faced and how they overcame them, such as imposter syndrome and understanding your value. We have been intentional about identifying women and individuals from different ethnic backgrounds to shine a light on their journeys to inspire others. In the reporting period, females experienced 47 career moves, of which 25 were promotions.

Our continued efforts to collect diversity data has enabled us to achieve a 80% completion rate within this reporting period (previously 62%). We use this data strategically to inform policy development and strengthen decision making, ensuring that we are best positioned to support our colleagues. At the end of this reporting period, our senior leadership team was 45% female.

Our partnership with Inclusive Employers provides us with bespoke guidance, ensuring our offering is truly inclusive and aligns with our business goals. Their consultants provide learning and development opportunities throughout the year around key topics such as sexual harassment and female health. They provide insight into current UK legislation, tools and best practice, helping us to shape informed policies and procedures.

Our overall training and development offer continues to provide learning opportunities around unconscious bias which remains within our annual mandatory learning refresher. Our well-established People Networks (employee resource groups) promote learning through key initiatives and partnerships such as Rise (Women in Broadcast) and Tommy's (Pregnancy and Parenting).

Our score for Inclusion within our Employee Engagement survey during this period was 78, five points above the UK benchmark.

Our people networks

Our Inspiring Women's network goes from strength to strength, with senior leadership team sponsorship. The network hosts events throughout the year, in person and virtually, exploring themes such as accelerating personal impact and men's role in gender equality.

We were proud to launch the first ever Black Network at Arqiva, driving conversations around intersectionality and inclusion for all.

Members of the Pride network met in London to march in the London Pride event, representing Arqiva alongside other organisations that are part of the InterMedia network. This was followed by a thoughtful series of webinars and panel events to further awareness and learning.

We launched our Viva Engage communication channel in March 2024 providing a place where colleagues could connect with each other and participate in a range of conversations. In the reporting period, nearly 1,000 colleagues interacted on the network, with 92% of posts having reactions or replies. In November 2024, we were ranked number 1 in EMEA in the Swoop Analytics Viva Engage benchmarking study.

Hybrid working

Flexible and hybrid working provide benefits to colleagues for a multitude of reasons. For women in the workplace in particular, we know that it is a key enabler for those who may need support juggling the balance of caregiver and employee. In this period, we reviewed our flexible working proposition and are maintaining our approach, empowering colleagues to find the right balance of virtual and face-to-face collaboration.

Our work-life balance score remained above the UK benchmark by five points, demonstrating our commitment to this being a key differentiator. We continuously monitor external trends and changing expectations, ensuring that we remain proactive and intentional in this area.

Executive summary

Inclusive recruitment

Our internal recruitment team continue to use best practice to ensure recruitment is fair and equitable. Some of the key focus areas for them have been engaging with internal networks, using bias-free recruitment tools, partnering with external organisations and attending recruitment events to attract a diverse range of candidates.

In October 2024, we launched our Employee Value Proposition, which includes a dedicated 'Connections' pillar. This pillar plays an important role in driving our inclusivity strategy, as it brings together our colleague networks, volunteering opportunities and comprehensive wellbeing offer: all designed to help colleagues feel supported and able to bring their whole selves to work. Our EVP now underpins much of our attraction activity and is consistently reflected across our job adverts, LinkedIn content, career fairs, job boards and our careers site.

Our wellbeing offer

Inclusion and wellbeing are closely connected, with the aim for colleagues to bring their whole selves to work and still have energy to live a full life outside of work. Many of our wellbeing initiatives

feed directly into our Inclusion agenda. During this reporting period, we launched our Podplan benefit, supporting carers with elderly relatives. Women's health month supported a range of initiatives, providing home tests for thyroid, female hormones and Vitamin D. Working closely with our benefit providers, we also provided opportunities to learn about menopause, managing stress and sleep for all colleagues.

Looking ahead

We remain committed to reducing our gender pay gap and maintaining momentum in the years ahead. Through a continued focus on data driven decision making, inclusive practices and active People Networks, we will support long term progress and an inclusive workplace for all.



Shuja Khan
Chief Executive Officer

Statutory declaration

What's the difference between the median and mean gender pay gap calculations?

The median gender pay gap is the difference between the midpoints of the hourly earnings of men and women in the sample; it takes all salaries/earnings in the sample, lines them up in order from lowest to highest, and picks the middle salary.

The mean gender pay gap is the difference between the average hourly earnings of men and women in the sample; it takes the total cost of salaries for each sample and then divides these figures by the number of people in each sample.

While both figures are relevant, the median is often seen as a more representative measure as it's not impacted by 'outliers' – the individuals that are at the extreme top or bottom of a salary range.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act (Gender Pay Gap Information) Regulations, 2017.



A handwritten signature in black ink, appearing to read 'Shuja Khan'.

Shuja Khan
Chief Executive Officer



A handwritten signature in black ink, appearing to read 'Sarah Jane Crabtree'.

Sarah Jane Crabtree
Chief People Officer

Our figures

Gender pay and bonus gap

The table shows our overall mean and median gender pay data as a snapshot on 31st March 2025.

Gender pay gap

Mean	Median
6.1%	7.3%

Gender bonus gap

Mean	Median
11.4%	-175%

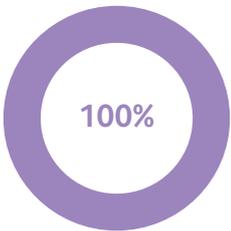
As outlined in the introductory section, this reporting period has seen a decrease in our median pay gap whilst our mean pay gap has remained broadly flat. Our mean gender pay gap is 6.1% and our median gender pay gap is 7.3% compared to 6.1% (mean) and 10.9% (median) in the previous reporting period.

The mean gender bonus gap data shows an increase compared with the previous year while the median gender bonus gap has decreased substantially over the same period. Women received 175% more bonus pay than men due to our gender distribution across pay quartiles. It reflects the larger number of male colleagues in receipt of the smaller Share the Success bonus payment compared to female colleagues. Our mean gender bonus gap is 11.4% and our median gender bonus gap is -175% compared to 9.2% (mean) and 8.5% (median) in the previous reporting period.

Proportion of colleagues receiving a bonus

These charts illustrate the difference between the number of men and women being paid a bonus for their performance between April 2024 and April 2025. In the period, an equal percentage of men and women received a bonus.

Men



Women

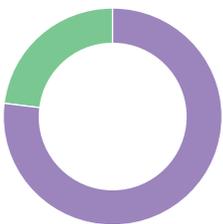


Eligibility to receive a bonus payment in any given year is based on being employed on or before 31 March as a new starter, or in service on 30 June. Because of the normal nature of staff turnover, these figures are always going to fluctuate and are not representative of eligibility relative to gender.

Pay quartiles

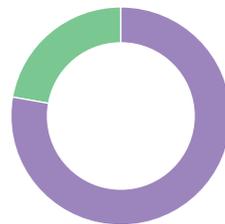
The information below illustrates the gender distribution at Arqiva across four equally sized quartiles, each containing a varied population spread of approximately 300 people in each quartile.

Upper



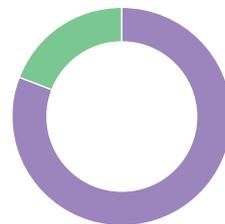
Men: 77%
Women: 23%

Upper Middle



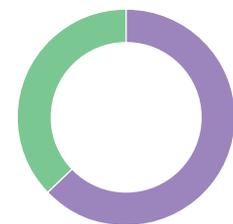
Men: 78%
Women: 22%

Lower Middle



Men: 81%
Women: 19%

Lower



Men: 63%
Women: 37%

Like many organisations in the science, technology, engineering and maths (STEM) sector, our pay quartiles reflect that male colleagues continue to make up the majority of the workforce. Whilst we have seen encouraging increases in female representation in the upper middle pay quartile since the last period, there would need to be the same ratio of men to women in each quartile for there to be little or no gender pay gap. This is simply a factor of our environment and we recognise that if we are to continue to close the gender pay gap then we need to not only have a better balance of women in senior positions, we also need to continue to invest in creating a more diverse talent pipeline.

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