Vantage Data Centers UK

Gender Pay Gap Reporting at 5 April 2024

1. Introduction & Background

Vantage Data Centers powers, cools, protects and connects the technology of the world's well-known hyperscalers, cloud providers and large enterprises. Developing and operating North America, Europe, Africa, and Asia Pacific, Vantage has evolved data center design in innovative ways to deliver dramatic gains in reliability, efficiency and sustainability in flexible environments that can scale as quickly as the market demands.

Vantage Data Centers, UK employs 352 team members and 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.

Globally, our employee base is approximately 73% male, 25% female, and 2% not declared.

Our UK employee base is approximately 71% male, 27% female, and 2% not declared.

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 voluntarily). We will continue to work towards full (voluntary) disclosure and ethnicity reporting.

2. 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 individuals performing equal work, or work of equal value, must receive equal pay when taking into consideration seniority, experience, qualifications, and performance. 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). Vantage is committed to equal pay at all levels.

The gender pay gap 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 more women are in lower paid jobs in the organisation and more men are in higher paid jobs.

3. Our Mean and Median Pay Gap

The gender pay gap has been reported by Vantage since 2023 when we reached the threshold for reportin. We have seen a decrease in our pay gap since our last report dated April 5, 2023. This report's snapshot date is **April 5, 2024**.

Our median hourly pay gap is now 21.2% in favour of men compared to 28.6% last year. Our mean hourly pay gap is now 13.6% in favour of men compared to 18.4% last year.

Results

Hourly pay gap	2024
Mean hourly pay gap	13.6%
Median hourly pay gap	21.2%

Hourly pay quartiles	2024	
	Male	Female
Upper (highest paid)	79.1%	20.9%
Upper middle	78.0%	22.0%
Lower middle	64.3%	35.7%
Lower (lowest paid)	66.3%	33.7%

Bonus pay gap	2024
Mean bonus pay gap	59.3%
Median bonus pay gap	33.9%

Proportion of employees who received bonus pay	2024
Male	91.0%
Female	87.0%

Vantage's base salaries are ascertained using gender-neutral skill and industry-based benchmarks.

The data demonstrates the pay gap due to lesser proportion of women both in higher paying roles as well as in the organisation generally, rather than due to pay being different for similar roles. The Vantage mean pay gap of 13.6% is slightly smaller than the average gender pay gap for UK tech companies in our sector, and slightly greater than the UK national average gender pay gap.

4. Action Plan to address the Gender Pay Gap

We are committed to reducing, and subsequently closing, any identified gender pay disparity through inclusive talent acquisition practices; learning and development for employees; and other interventions including support and benefits.

   A. **Inclusive Talent Acquisition Practices**
   - *Use of gender-neutral job descriptions*.
       o Vantage utilises a specialist software designed to remove bias in role vacancy adverts; all job descriptions are loaded to the software and edits are incorporated.
   - *Actively source for underrepresented talent*.
       o The Vantage talent acquisition team casts a wide net for the best global talent including active sourcing of female talent for vacancies to provide a diverse pool for selection.

   B. **Targeted Learning & Development Initiatives**
   - *Leadership development*
       o Vantage continually evaluates and deploys mentoring, coaching and leadership development interventions, including relating to outcome-driven performance
   - *Selection and interview techniques*
       o Hiring managers are coached on selection & interview techniques designed to remove bias

   C. **Other interventions**
   - *Benefits and wellbeing*
       o Vantage continually reviews and updates flexible working and parental leave policies
   - *Employee affinity groups*

- o Vantage encourages the next generation of talent and supports underrepresented groups through our affinity groups, including the EMEA chapter of the Vantage Women's Network
- *Participation in relevant industry groups*
  - o Vantage supports industry groups such as Infrastructure Masons Women, Women in Construction, and the 'She can engineer' initiative to provide support and engagement for women in the telecommunications infrastructure industry

APPENDIX 1: Data & Methodology

Methodology

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

Component	Regulatory guidance	Relevance to Vantage's calculations
Snapshot date	5th April 2024	Impacts on the items below.
Relevant employees *Bonus pay figures*	Any person employed by the relevant employer on the snapshot date.	Our calculations include **338** relevant employees. These individuals have been identified based on the start and leave dates in the data provided, **excluding 14 employees due to omission of gender and relevant payroll data.**
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 **338** full-pay relevant employees, which is based on the relevant employees above, **excluding 14 employees due to omission of gender data and relevant payroll data.**
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 all working employees, 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 3 part time employees, where their contractual hours has been provided via email.

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	
Basic salary	EV salary sacrifice
Car allowance	Nursery salary sacrifice
Holiday pay	SS-EE pen
On call allowance	In lieu of pension
Cycle to Work scheme	

Bonus elements	
Annual bonus	Management bonus
Outperformance bonus	Wellness bonus
Energy bonus	Commission payments
Energy bonus 2	Sign on bonus
Referral bonus	Equity Award NTG
Relocation	

Indicators of reduced pay as a result of leave
SMP

Excluded pay elements
All total fields e.g. total gross pay, net pay, total deductions
All tax fields e.g. Tax, employer costs, employee and employer national insurance
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

APPENDIX 2 - Prior Year Results:

Hourly pay gap	2023	2024	Change
Mean hourly pay gap	18.4%	13.6%	(4.8%)
Median hourly pay gap	28.6%	21.2%	(7.4%)

Hourly pay quartiles: Gender Distribution	2023		2024		Change	
	Male	Female	Male	Female	Male	Female
Upper (highest paid)	83.6%	16.4%	79.1%	20.9%	(4.5%)	4.5%
Upper middle	81.8%	18.2%	78.0%	22.0%	(3.8%)	3.8%
Lower middle	63.6%	36.4%	64.3%	35.7%	0.7%	(0.7%)
Lower (lowest paid)	74.6%	25.4%	66.3%	33.7%	(8.3%)	8.3%

Bonus pay gap	2023	2024	Change
Mean bonus pay gap	55.6%	59.3%	3.7%
Median bonus pay gap	8.3%	33.9%	25.6%

Proportion of employees who received bonus pay	2023	2024	Change
Male	84.2%	91.0%	6.8%
Female	80.0%	87.0%	7.0%