



# 2024 Gender Pay Gap Report

VIAVI Solutions UK Limited

# Introduction from Todd Taylor

At VIAVI Solutions UK Limited, we believe our colleagues perform at their best when they can share their unique talents to deliver exceptional outcomes for our customers. Our goal is to nurture and sustain a collaborative and inclusive culture, creating an environment where everyone has the opportunity to thrive.



This report presents our 2024 Gender Pay Gap results, including historical data from Aeroflex Limited (2017-2020).

We are pleased to report a notable reduction in both our median and mean Gender Pay Gap figures, compared to our 2023 results. This improvement reflects our efforts to have a more equitable representation. We believe the changes we have been making are paving the way for attracting a talent pipeline that will continue to grow and develop within our business.

While we celebrate our progress this year, we recognise that there is still work to be done. We remain steadfast in our commitment to minimising the Gender Pay Gap and Gender Bonus Gap, and to fostering a positive work environment aligned to our business values. It is by encouraging a wide range of perspectives and life experiences across VIAVI, that we continue to drive innovation and achieve our goals.

I encourage you to delve deeper into our results, learn more about our initiatives, and understand our ongoing commitments to closing the gaps. Together, we can build a more inclusive future.

I confirm the data reported is accurate, in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

**Todd Taylor**  
**Vice President - Commercial Engagement Team;**  
**Legal Lead - Europe, Middle East, Africa**

# Understanding the Gender Pay Gap

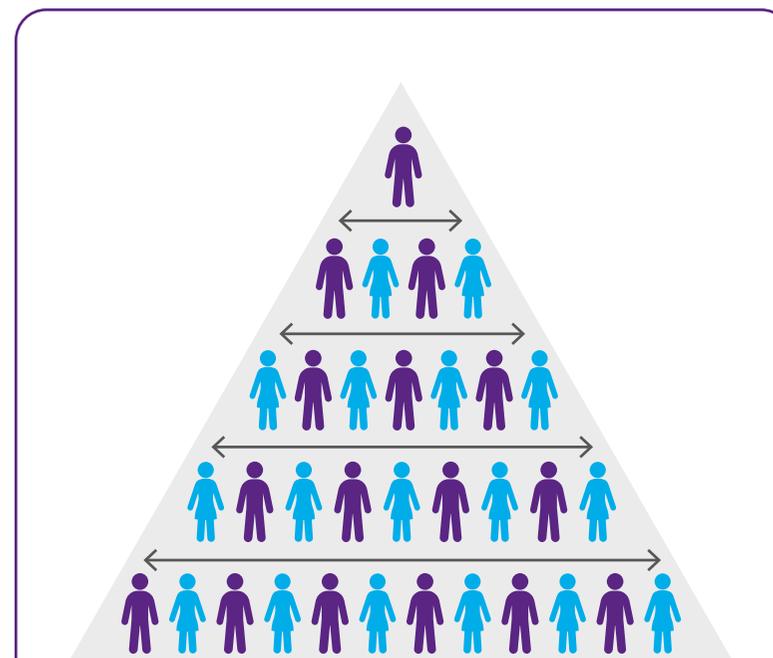
It is important to understand that the **Gender Pay Gap** is not the same as **Equal Pay**, and the two concepts should not be confused.

## Explaining the Gender Pay Gap



### Gender Pay Gap

The **Gender Pay Gap** (GPG) is the percentage difference in the mean or median hourly rate for all female and male employees across an organisation. This is a single figure for all employees, regardless of the job they do, grade, skills, or experience. The GPG figure includes base pay; allowances and any other bonus and incentive pay paid in April 2024.



### Equal Pay

**Equal pay** requires that females and males carrying out the same or similar work in the same employment must receive the same pay.

# Understanding the Gender Pay Gap continued

## Measuring our gaps

Since April 2017, the UK Government has required all UK companies with over 250 employees on payroll to publish annually specific calculations relating to the following:

### Gender Pay Gap (hourly pay):

This is the mean (average) and median (middle of a ranking from lowest to highest) difference between what female and male employees were paid on 5th April 2024, shown as a percentage of male earnings.

An equivalent hourly rate is calculated for all employees including not just basic pay, but any relevant pay elements received in the pay period that the 5th April 2024 falls in. This helps to compare salaried and hourly workers as well as assessing the impact of allowances and bonuses.

### Gender Bonus Gap:

This is the mean and median difference in incentive pay received by female and male employees in the 12 months prior to 5th April 2024. It includes all bonuses and incentives, such as earnings from stock compensation.

### Bonus Proportions:

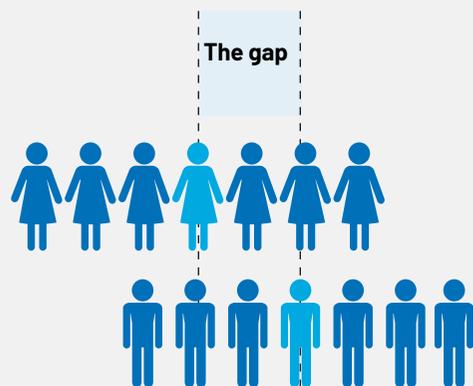
These are the percentage of female and male employees receiving any bonus payment in the 12 months prior to 5th April 2024.

### Hourly pay quartiles:

These are the percentage of females and males in each pay quartile. All hourly pay is ranked from highest to lowest and employees are divided into four equal groups. The percentage of females and males in each group is then calculated.

It is important to note that the UK Gender Pay Gap legislative requirements are binary regarding gender (specifying female compared to male). Whilst we are reporting our statistics in accordance with the legislation, at VIAVI, we recognise and support all gender identities.

## Explaining Median and Mean



**Median:** The middle number in a ranking of pay from lowest to highest, the median gives us the best view of 'typical' pay. This calculation is completed separately for females and males and the medians are compared.



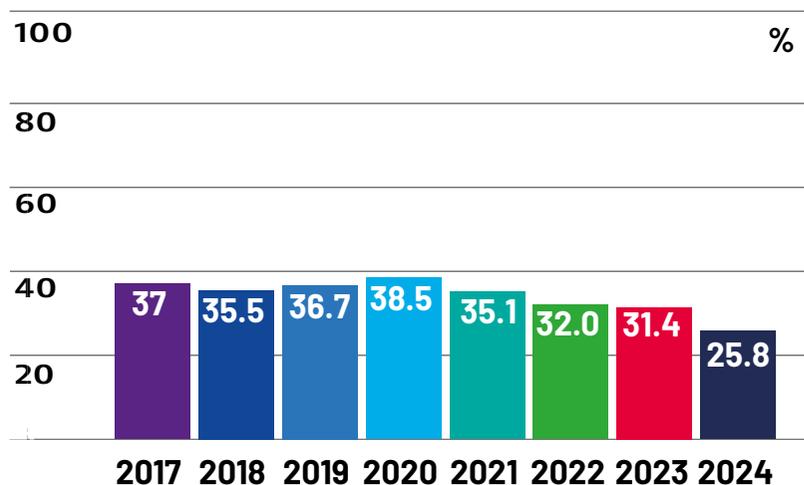
**Mean:** Calculated by adding up the total pay of employees and dividing by the total number of employees. This is completed separately for females and males, and the means are compared.

# Gender Pay Reporting Results 2024

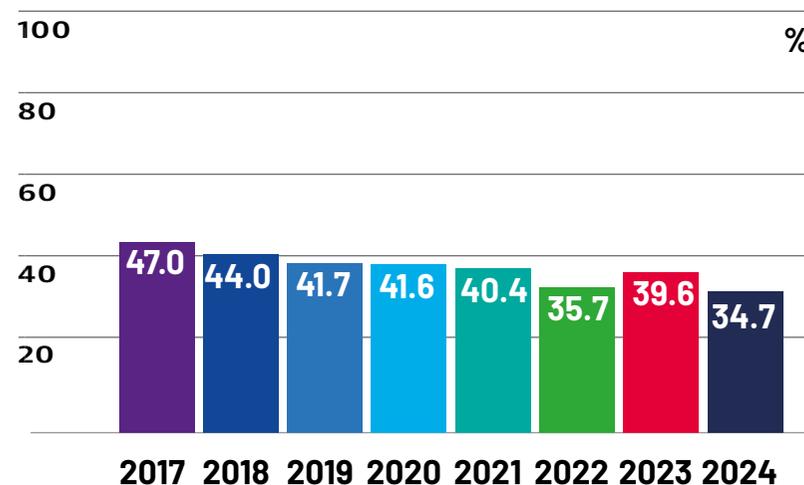
## Gender Pay Gap

The charts below present the Gender Pay Gap results for VIAVI Solutions UK Limited in 2024, compared to previous results, including those from Aeroflex Limited (2017-2020).

### Mean



### Median



## Gender Pay Gap Summary

We have seen a big decrease in both our mean pay gap (5.6%), and our median pay gap (4.9%), compared to our 2023 results. Both the mean and median Gender Pay Gaps remain favourable to male employees. We are pleased to say these are the lowest results we have seen since reporting began.

We have seen increases in female representation in our lower, lower middle and upper middle quartiles. These have offset a slight reduction in the upper quartile and been the primary factor in the reduction of both our mean and median pay gaps.

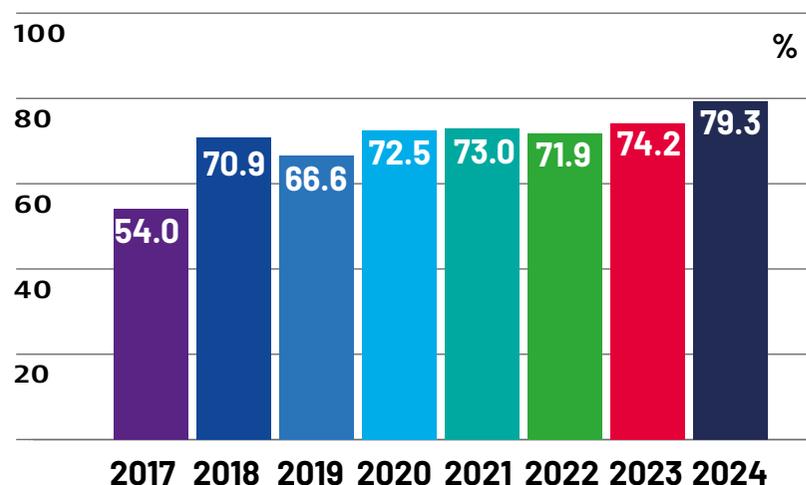
# Gender Pay Reporting Results 2024

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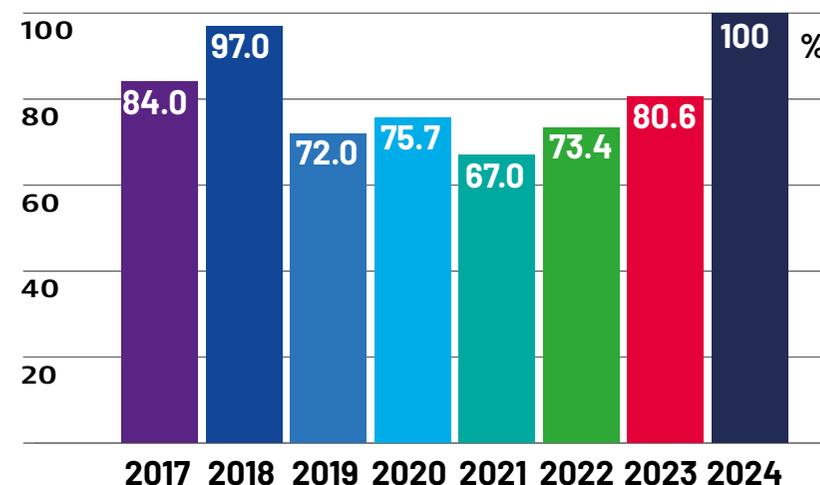
## Gender Bonus Gap

The charts below present the Gender Bonus Gap results for VIAVI Solutions UK Limited in 2024, compared to previous results, including those from Aeroflex Limited (2017-2020).

### Mean



### Median



The pay data is taken at a snapshot date of the 5th of April 2024, and the bonus data is all bonuses paid between 6th April 2023 and 5th April 2024.

## Bonus Pay Gap Summary

There have been increases both our mean (5.1%) and median (19.4%) bonus gaps compared to our 2023 results. Notably, these changes can be largely attributed to the absence of company-wide bonuses being awarded.

It is important to highlight that our bonus calculations include Long-Term Incentive bonuses, which are only available to senior grades. As illustrated in our data, there is a noticeable underrepresentation of women in leadership roles, contributing to the existing gap. While the Variable Pay Plan (VPP) has not been paid out, the Long-Term Incentive bonuses have been, further impacting the disparity.

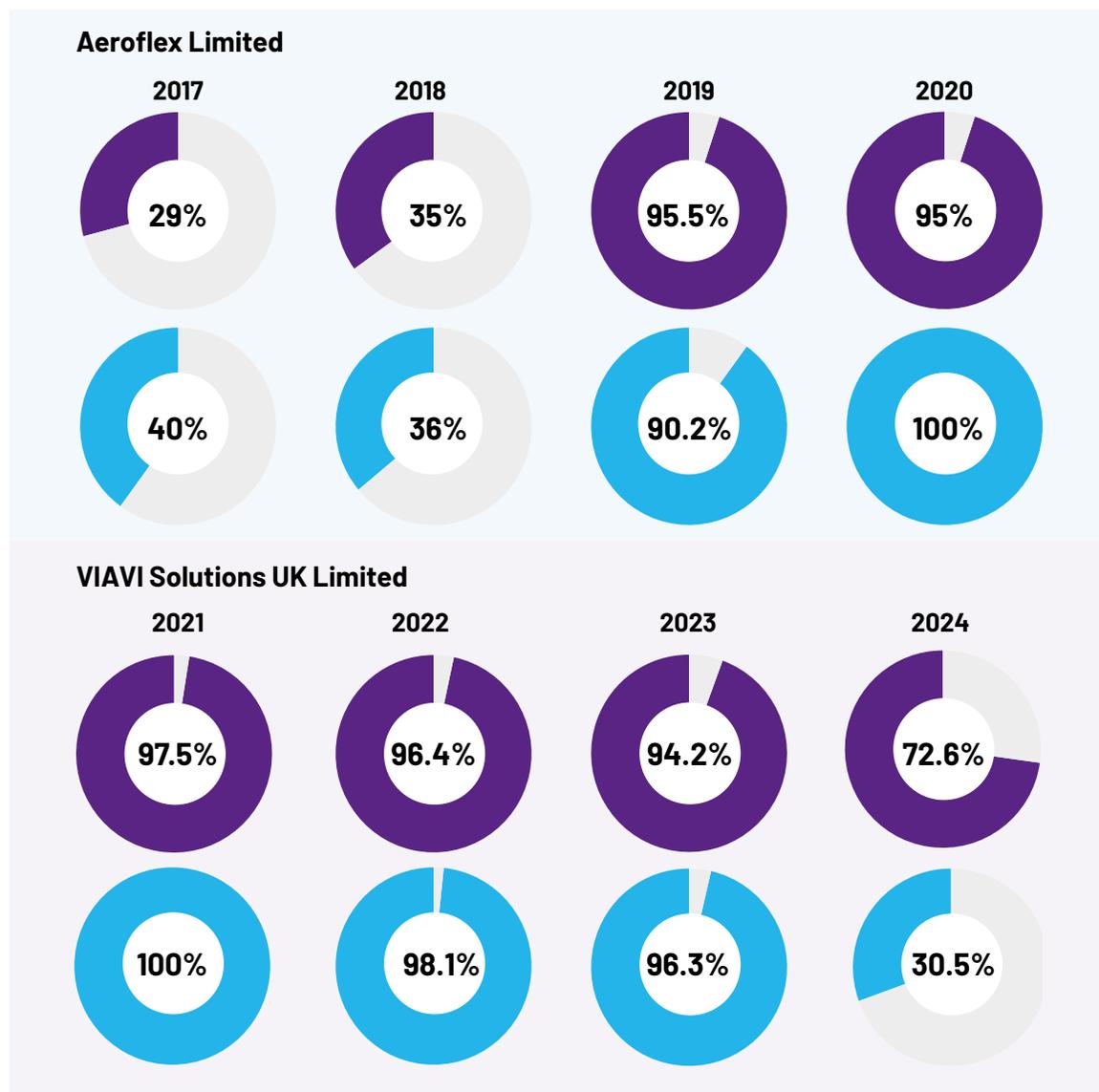
Our commitment to recruiting and developing diverse talent across all levels and business functions remains steadfast. We are confident that, over time, these efforts will help us effectively address the Gender Bonus Gap.

# Gender Pay Reporting Results 2024

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## Proportion of employees receiving a bonus

The charts below show the percentage of employees who received a bonus.



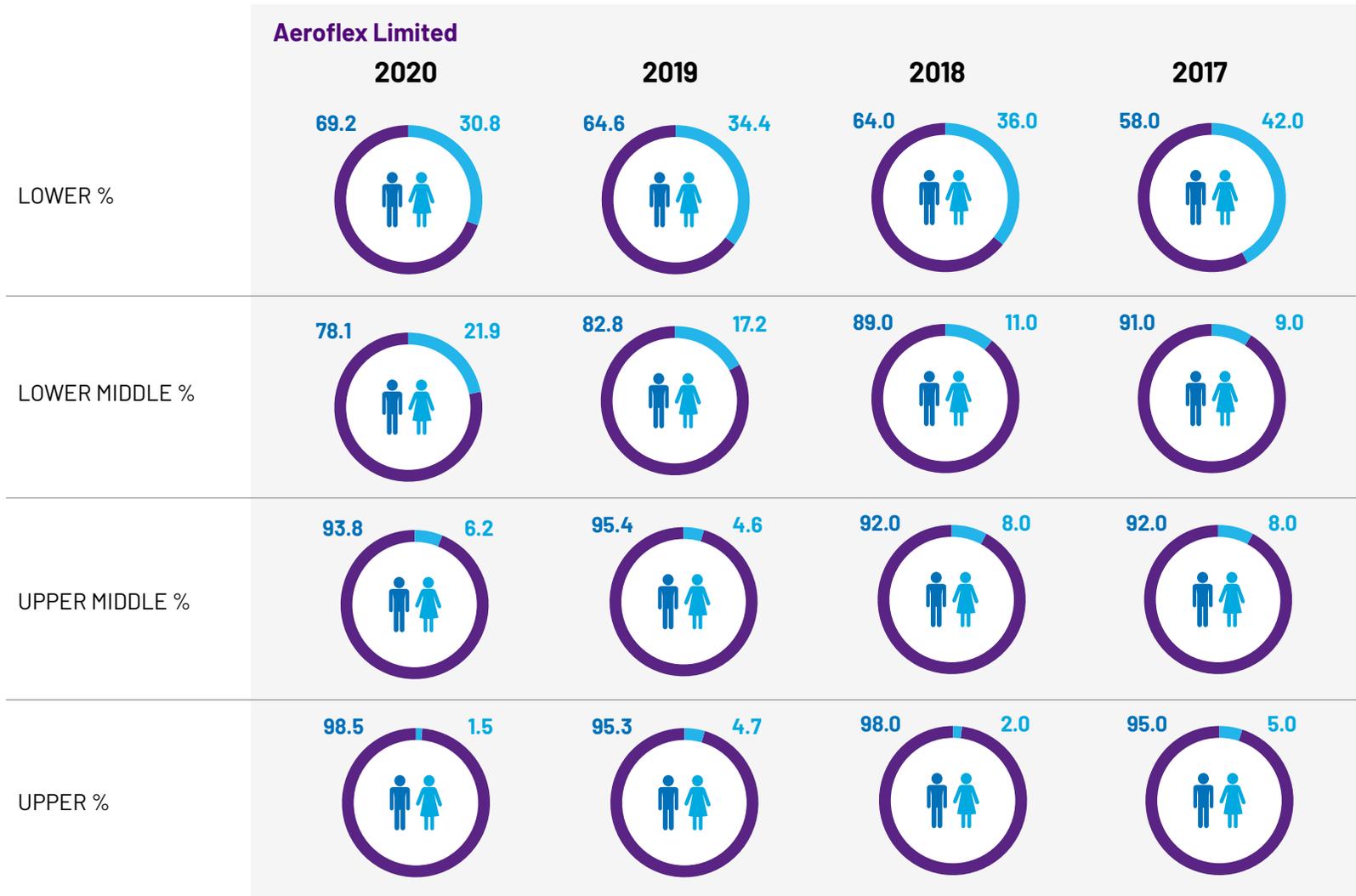
# Population by Pay Quartiles

The charts below present the Pay Quartiles for VIAVI Solutions UK Limited in 2024, compared to previous years.



# Population by Pay Quartiles

The charts below present the Pay Quartiles for Aeroflex Limited (2017-2020) compared to previous years.



Like many other companies in our sector, the gender distribution of our workforce significantly influences our Gender Pay Gap, with a higher number of males across the business.

Our year-on-year gender distribution across the four equally sized pay quartiles shows that the proportion of females continues to be low in both the upper and the upper middle pay quartiles, which is one of the key drivers of our Gender Pay Gap. We continue to address this by encouraging greater female representation at all levels and support further growth to thrive in their careers at VIAVI.

## Actions we are taking to address our gaps

### Our commitment and actions

Our commitment to fostering a positive work environment that is aligned with our Business Values is central to our People Strategy. The VIAVI People Strategy articulates our talent priorities and provides the roadmap for the execution of human capital management in support of our business strategy. Employee experience continues to be an important focus of our People Strategy. In FY25, we are evolving internal employee outreach to enhance business knowledge, drive organizational awareness and foster cross-functional collaboration. We measure employee sentiment and gather data that provides insight to our culture, our working environment, and our employees' drivers for engagement.



# Actions to support our values and culture

From a UK perspective, 2024 focus has been:



## Fostering Early-in-Career Talent

We believe that increasing the number of young women entering STEM careers today will significantly impact the Gender Pay Gap in the future. Our Early Careers Programme is designed to empower and inspire the next generation of female leaders in technology. This year, we are proud to report a notable reduction in our overall Gender Pay Gap, alongside an increase in the number of women in early career roles within our organisation. By creating an inclusive environment that encourages young women to pursue STEM careers, we are enhancing our talent pool and paving the way for a more equitable future.



## Performance Management Check-ins

We seek to drive talent conversations at all levels through our performance management check-in process, Everyday Development. Check-ins contribute to employee support throughout the year with relevant and timely discussions on expectations, feedback and development.



## Leadership Development

Participation in our global Leadership Development Program has now reached over 79% of our managers. We continue to support managers to build foundational management skills and build on a shared language and behaviours for managing teams.



## Hiring and Selection

We continued to collaborate with our recruitment partners to enhance the candidate experience, actively source diverse talent, and ensure equal opportunities for all applicants. Our commitment to attracting and retaining top talent starts at the hiring stage and extends throughout the employee lifecycle.



## Talent Development

Among our internal consumers of skill-based learning, our individual contributors make up 78% of those actively engaged in developing the professional and technical skills necessary for advancing their careers through our learning library.

# Actions to support our values and culture

continued



## Global Early Careers Programme

Our Early Careers Programme attracts top graduate talent into a dynamic two-year journey, where they learn from leading experts in network testing and optical security. Graduates collaborate with industry leaders, gaining hands-on experience across various areas of our business. This initiative not only enhances their understanding of our operations but also equips them with the essential skills needed for successful careers at VIAVI, nurturing the future leaders of our organisation.



## Work Experience Programme

VIAVI continues to offer structured work experience for Year 10 and Year 12 students, introducing them to various facets of a technology business. Our apprenticeship scheme, in collaboration with universities, further supports our commitment to recruiting and developing talent.



## Family Friendly Policies

We offer a range of family-friendly policies to support our employees in balancing their careers and personal lives, which we continue to review and benchmark. These include:

- Equal opportunities policy
- Extended maternity leave entitlements and paternity entitlements.
- Hybrid and flexible working opportunities
- An open-door policy across the organisation
- Access to live and on-demand training for professional and technical skill development
- Regular compliance-related training, including workplace harassment prevention
- Menopause awareness month – we raise greater awareness through various channels – digital and on-site to ensure support is accessible for our people
- Improved flexibility, especially those returning from parental leaves
- A comprehensive benefits package, including:
  - Private medical benefits with options for family coverage
  - Company-contributed pension scheme
  - Generous annual leave entitlements that increase with tenure
  - Insurance options to support employees and their families in case of illness or death
  - Employee Assistance Programme for employees and their families
  - Health assessments

Together, these initiatives reflect our commitment to creating a representative and supportive workplace. We invite all employees to engage with these programmes and contribute to our ongoing journey.

# Employee spotlights



## **Laura Baskeyfield (Account Executive)**

Having graduated in 2010 with a BEng (Hons) in Mechanical Engineering, and not clear on a career path, I joined the world of Telecoms as a Senior Engineer responsible for new product implementation with a large service provider.

As one of the few females in the team, I felt that I was able to bring a different perspective.

In 2017, I was given the opportunity to move into account management and sales and, although this was very different to my existing role, I was attracted to the variety of work this opportunity provided, and the potential to work with some of the UK's largest service providers.

After joining VIAVI in 2022, I have had exposure to a much broader space in the Telecoms industry.

I enjoy the challenges that the constantly evolving industry brings and what VIAVI brings to support this. I would encourage anyone to pursue new opportunities and the variety of learning experiences that come with it.



## **April Lacey (Senior Manager, EHS)**

Almost four decades ago, I was fortunate enough to land a role in a local organisation. Today, I am still with the same organisation and have witnessed many changes.

My career began as an assembler on a production line. I progressed through supervisory and management roles, ultimately leading to my current position as Senior EHS Manager.

In the early 90's I moved from the production department to an office environment. During this time, my husband and I started our family, after which I returned to the workplace on a part-time basis.

Over time, I considered other roles in the organisation and was successful in moving into a supervisory role.

In 2010, an opportunity arose, and I was appointed as Facilities Manager. This provided career growth and I was able to use the skills that I had acquired over the years across the business.

From the start of my career to date, I have gained invaluable insight and a better understanding of both the organisation and employees' requirements through the support of being able to continue and further my education.

At VIAVI, I continue to lead and influence and firmly believe you should always be open to learning, and you should always be yourself!

## Glossary

**Median:** The median is the middle number of a ranking of pay from lowest to highest and gives us the best view of 'typical' pay.

**Mean:** The mean is calculated by adding up the total pay of employees and dividing by the number of employees.

**Quartile:** A quartile is a metric which divides the number of data points into four parts, or quarters, of more-or-less equal size. The data must be ordered from smallest to largest to compute quartiles.