



## **Huawei UK 2020-2021 Gender Pay Gap Report**

### **Introduction**

Huawei Technologies (UK) Co., Ltd. (Huawei UK) has a strong, long-term commitment to promoting equality and diversity. The senior management team at Huawei UK recognises the value a diverse workforce brings and is committed to promoting an inclusive culture and work environment where all employees can flourish.

2020 has become a milestone year for those campaigning for greater gender balance in science, technology, engineering, and mathematics employment. WISE (Women Into Science and Engineering) celebrated hitting their 2020 target of reaching one million women working in core-STEM roles in the UK which shows that there has been huge progress made over the past decade.<sup>1</sup>

### **Huawei UK Gender Pay**

In line with UK government requirements, the figures below detail Huawei UK's gender pay gap as of April 2020. Table 1 shows the difference in the hourly rate of pay between men and women expressed as a percentage of the hourly rate of the male employees. Table 2 shows the difference in bonus payments paid to men and women also expressed as a percentage of the male figures. Additionally, the figures below detail the proportion of male and female employees who received bonus payments in the relevant 12-month period. Table 3 details overall pay distribution, showing the proportion of men and women in each quartile by pay band.

### **Pay Gap Results:**

The pay gap results shown below represent a reduction in the gap since reporting was first mandated. This progress demonstrates that Huawei UK has implemented several initiatives that ensure women are included in shortlists for promotion and appointments. For example, we ensured gender parity through Senior Leadership appointments. We do however acknowledge that more work still needs to be done.

*Table 1 Mean and Median hourly gender gap and bonus gap*

	Mean	Median
Hourly Pay	25.97%	28.94%
Bonus Pay	36.41%	28.85%

<sup>1</sup> Spring, 2020 | Closing the gender gap for women in STEM



Table 2 Percentage of men and women who were paid bonus pay within a 12-month period

	Male	Female
Bonus	81.61%	96.51%

Actual bonus payments for UK employees made in the 12 months ending 5<sup>th</sup> April 2020, as specified by the UK regulations.

Table 3 Gender distribution across Huawei UK in four quartiles

	Top quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Male	89.20%	90.80%	86.90%	67.20%
Female	10.80%	9.20%	13.10%	32.80%

At Huawei, we have robust policies and procedures in place to ensure that members of staff undertaking the same job or jobs of equal value are paid the same. The reason behind the gender pay gap is predominantly due to the higher representation of women in some support functions and roles within the business. However, some improvements have been made and this is reflected in table 2. The data shows a substantial increase (over 15% on last year's figures) in our female employees receiving bonus payments.

Huawei recognises that the shortage of women in STEM creates a pipeline issue as there is a smaller female talent pool from which to recruit. This issue is not unique to Huawei, but rather is a challenge facing the ICT sector as a whole, both in the UK and globally. Huawei is committed to improving this and that has been reflected in Huawei's UK Graduate Program where we have achieved gender parity in STEM graduate recruitment.

Huawei has been through some major challenges externally over the past year; the business has worked to ensure that the external recruitment of women in senior level positions has not suffered as a result of this, which has been demonstrated through a successful appointment. We do however recognise the need to increase gender diversity within leadership and senior roles.

### **Our Commitment**

We are committed to improving diversity at Huawei UK and are working to close our gender pay gap across the business.

Huawei is committed to encouraging more women to move into senior and higher paid roles within the business. We are opening up opportunities through robust development plans, succession and talent management and rotation programmes.

Gender diversity has improved across the business and we are committed to raising awareness



around the importance of diversity and supporting our colleagues wherever possible when it comes to balancing commitments outside of work.

Huawei UK welcomes the opportunity to report our gender pay gap and share the steps we are taking towards closing the gap.

***Declaration***

I, Jerry Wang, CEO, confirm the information in this statement is accurate.

A handwritten signature in black ink, appearing to read "Jerry Wang".

**Jerry Wang**  
**CEO**  
**Huawei Technologies (UK) Co. Ltd**