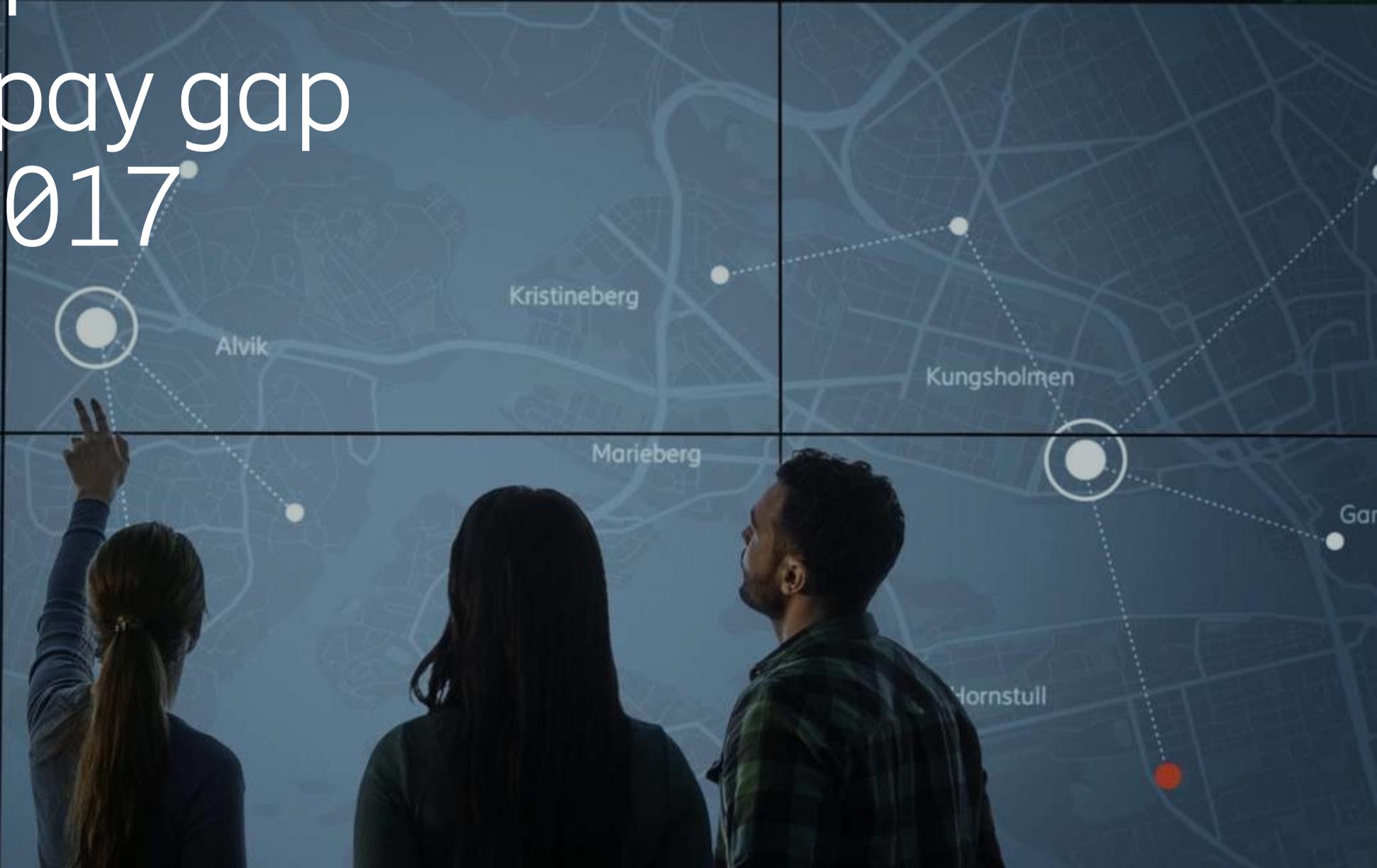


Ericsson gender pay gap report 2017

Number of users	Points	Level	Points
23 781	97%	→	257
911 214	95%	→	211
1 051 990	91%	→	180
16 202	81%	→	365
705 541	79%	→	499
2 304 112	74%	→	214
1 904 701	71%	→	181
1 744 002	65%	→	110
20 951	61%	→	109
47 569	42%	→	374
122 582	37%	→	375
9 701	24%	→	505
1 463 751	25%	→	462
87 583	15%	→	478
640 233	12%	→	470
2 832 520	9%	→	492



- Top plans | community activity
- 1. Bizarre Voice 2017
 - 2. Black Friday 100 GB Data
 - 3. 50 GB Data Gaming Bundle
 - 4. Bizarre Voice 2017
 - 5. Family Wireless
 - 6. Internet Atomic
 - 7. Student SMS



Ensuring equality



At Ericsson, we work proactively to improve diversity and inclusion. Over the past few years, we have made steady progress in increasing the number of women at senior-level positions.

Our goal is to encourage a gender-intelligent organization which recognizes and values the differences that both men and women bring to the business.

We welcome the introduction of [new legislation by the UK Government](#) that requires all companies in the UK with 250 or more employees to publish their gender pay gap* data.

The gender pay gap differs from equal pay. **Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The **Gender Pay Gap** shows the differences in the average pay between men and women. If a workplace has a particularly high gender pay gap, this can indicate that there may be a number of issues to deal with, and the individual calculations may help to identify what those issues are. In some cases, the gender pay gap may include unlawful inequality in pay but this is not necessarily the case.*

Ericsson in 2017

31%

Women in Ericsson's
Executive Leadership Team

27%

Women in top 200
most senior positions

48%

Women on
Ericsson's Board

Ericsson in numbers



Ericsson Ltd represents Ericsson's core network business in the UK.

Our mean pay gap is below the national average (17.4 percent), and is lower than the mean average for UK companies in the IT and communications sector (15.1 percent).

However we recognise there is still more work to be done.

10%

Gender pay gap mean

22.4%

Bonus hourly rate mean

96.7%

Male receiving bonus

15.9%

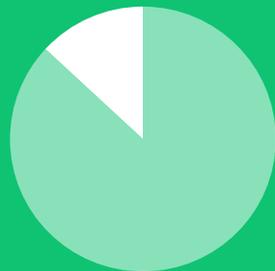
Gender pay gap median

15.5%

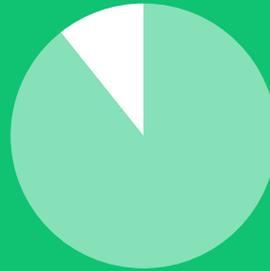
Bonus hourly rate median

97.4%

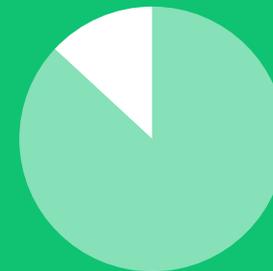
Female receiving bonus



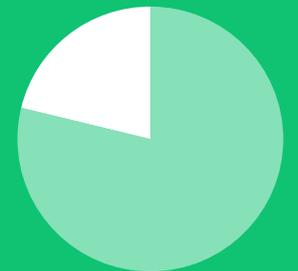
Upper quartile



Upper middle quartile



Lower middle quartile



Lower quartile

Men Women

Committed to closing the gap



Ericsson is committed to closing the gap in gender pay in the UK.

We have launched an extensive programme to address this.

We are placing a significant focus on attracting and retaining females in Ericsson with the aim of increasing our female workforce.

Our initiatives include:



Supporting and developing female talent



Empowering more female role models



Ensuring unconscious bias interview training for all hiring managers



A strong commitment to female graduate and intern recruitment



Providing better links with schools, colleges, and universities to promote technical and engineering careers



Providing family friendly and flexible working



Recruitment of female field engineers

Providing a network

Ericsson will put an increased focus on and provide greater support to our existing Ericsson UK Women's Network and female mentoring scheme.

This includes our Step into STEM programme, run in partnership with BT, O2, Vodafone and project leader, Girls Talk London. Ericsson also supports the UN Women [HeforShe](#) campaign.



Encouraging participation



At Ericsson, we implement various [initiatives](#) to further advance our organizational diversity and inclusion agenda through engagement, collaboration and partnership.

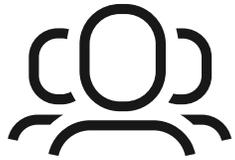


Programmes include:

- Connect To Learn
- Girls' in ICT Day
- International Women's Day
- Women Up
- Techno Girls
- TechWomen
- Watermark



Working for the future



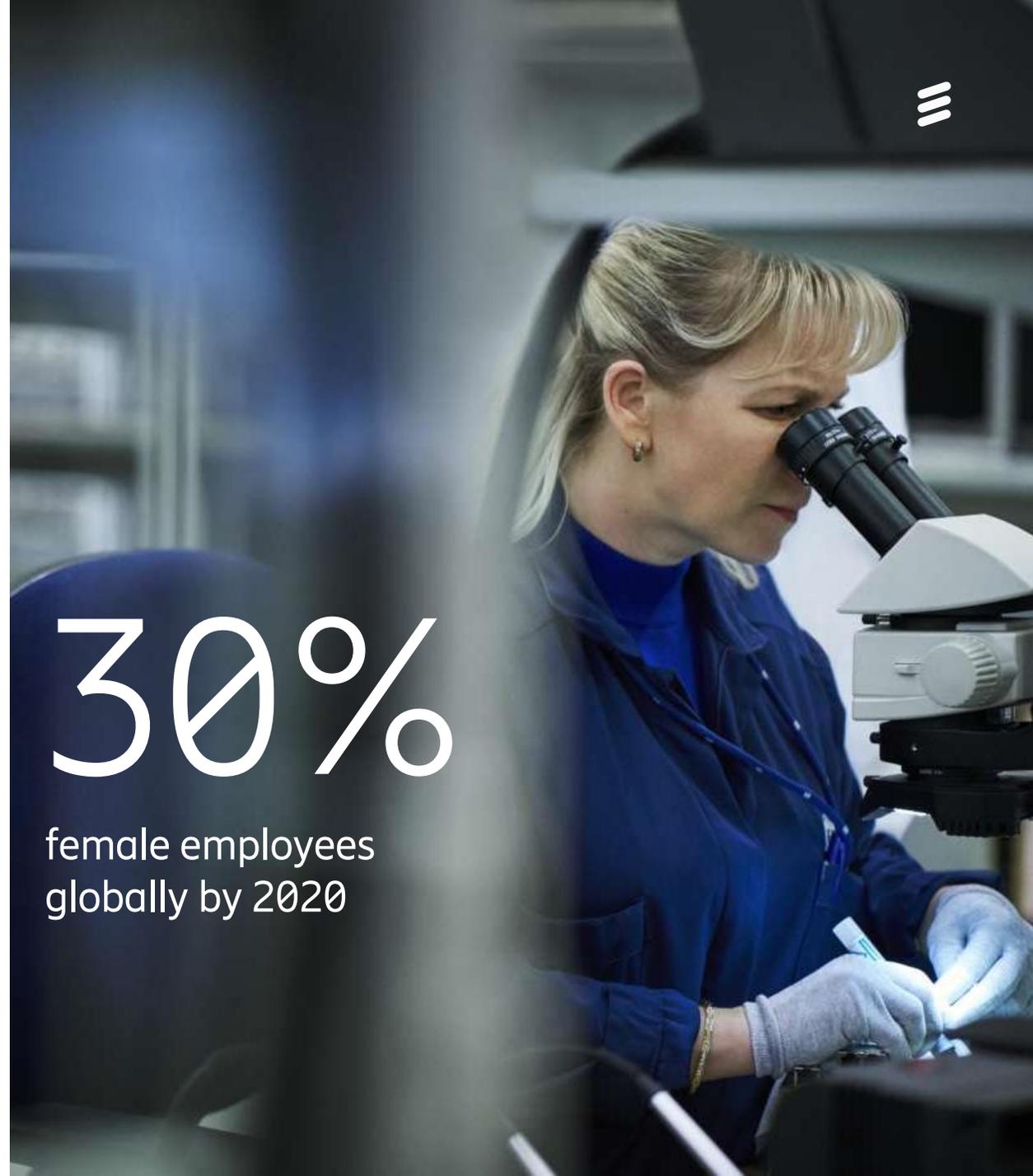
Our ambition is to have a much better gender-balanced workforce at all levels in our UK organisation. We will be setting targets to achieve this over the next five years.



Globally, our 2020 gender diversity aim is for 30 percent of all employees to be female, including leaders and executives.

30%

female employees
globally by 2020



In 2017, we made progress and are moving in the right direction.



Approved by:

A white handwritten signature of Marielle Lindgren.

Marielle Lindgren,
Head of Ericsson UK & Ireland

A white handwritten signature of Roger Peacock.

Roger Peacock,
Head of Human Resources,
Ericsson UK & Ireland

