

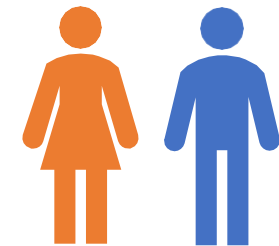
Gender Pay Gap Reporting 2023 - 2024

Gigaclear is committed to ensuring that we are able to offer our employees a fair, open and inclusive culture. We strive throughout our recruitment, development and reward policies to challenge ourselves to ensure we have fair practices which encourage the career development and retention of females within the business.

We are pleased to see improvements in the Mean GPG and in the Median GPG despite growing the workforce by over 10% in roles which typically attract more male applicants. The mean and median bonus pay gaps have also reduced significantly. Our performance is consistent with alternative network providers in our sector, we continue to strive to be better.

Our target for 2024- 2025 is to improve the % of females in our Upper salary quartile as well as to continue to improve our ability to offer flexible working practices to our employees, helping our employees to better balance their worklife commitments. Finally, we will continue to incorporate reviews into our remuneration practices to drive a closing of the gender pay gap.

	2024	2023	2022
Mean GPG	9.0%	11.9%	12.3%
Median GPG	11.7%	14.3%	18.8%
Mean Bonus GPG	43.2%	56.5%	52.1%
Median Bonus GPG	21.5%	51.9%	50.0%
Proportion of men in receipt of bonus	52.6%	43.7%	44.4%
Proportion of women in receipt of bonus	48.8%	48.9%	53.2%



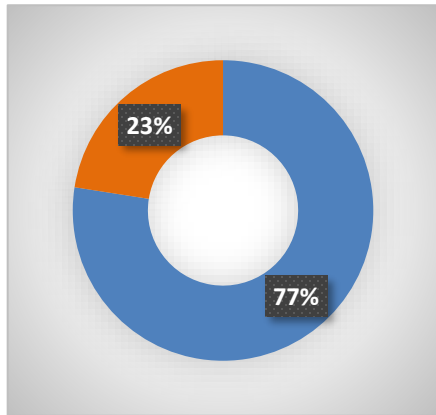
74% male

Gigaclear
Faster broadband for rural Britain

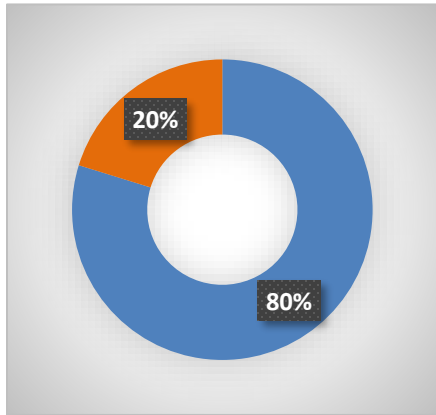
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We are pleased to have maintained our Male / Female gender split despite a 9% increase in headcount across the year largely into our Field Engineering teams which typically are male dominated as well as Customer Care which tends to be more balanced in terms of gender split. We continue to take steps to engage with and encourage more applications from female candidates for our engineering roles.

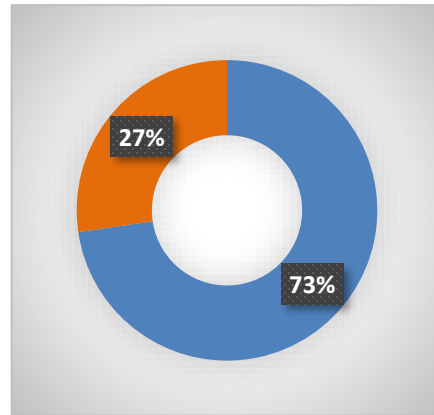
Our focus for 2024 is to build on the work we did in 2023 to improve career pathways in the business, by developing out our learning & development offering. We are pleased to see individuals start to progress through the organisation as a result of this support, with an increase in females in our Upper Middle quartile. We continue to make the most of every opportunity to bring females into senior roles by striving for balanced candidate shortlists as well as offering flexible working practices with formal approval of flexible working requests more than doubling in the period.



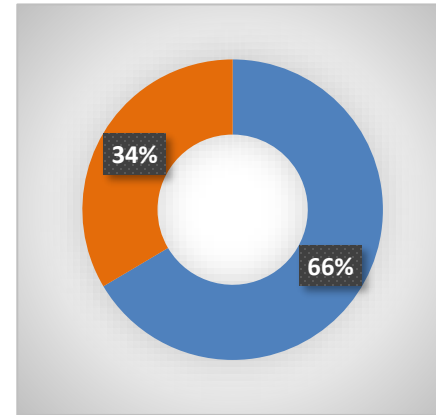
Upper



Upper
Middle



Lower
Middle



Lower

The information submitted in the collation of this report is accurate & true.

Laura Richards
HR Director