

Gender Pay Gap Reporting 2022 - 2023

We are pleased to see marginal improvements in the Mean GPG and a more significant improvement in the Median GPG despite growing the workforce by over 10% in areas which typically attract more male applicants.

We continue to ensure that we have a equal pay check as part of our salary review process and the recruitment team have taken a structured approach to attracting more females to apply for roles which typically receive more applications from males. One such role is in Telesales in addition to the more stereotypical engineering roles.

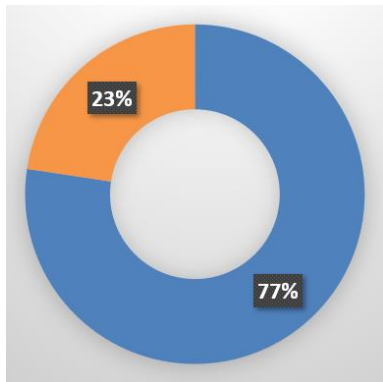
Bonus are heavily skewed by the most senior roles in the business being held by males and by small incentives which are available to engineers to earn. The bonus framework within the business is continually under review with additional schemes being added to address this imbalance.

	2023	2022
Mean GPG	11.9%	12.3%
Median GPG	14.3%	18.8%
Mean Bonus GPG	56.5%	52.1%
Median Bonus GPG	51.9%	50.0%
Proportion of men in receipt of bonus	43.7%	44.4%
Proportion of women in receipt of bonus	48.9%	53.2%

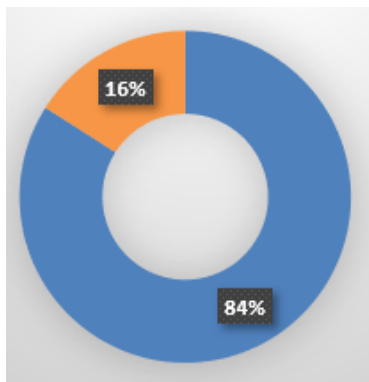
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Male / Female gender split within the year has not significantly improved however 2022-2023 was a year where we significantly grew our Direct Labour teams which are roles which typically attract more male applicants. We are pleased that our gender split has at least been maintained during this time and that we still compare well with industry.

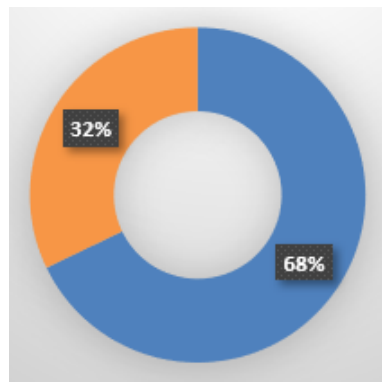
We were aiming to improve our male / female split across the pay quartiles and are pleased to see an improvement in the lower quartiles. Our focus for the year ahead is on improving career pathways through the business, through the promotion of our People Goal – 25% of employees taking their next career step with Gigaclear in 2023, and through structured talent tracking and development support.



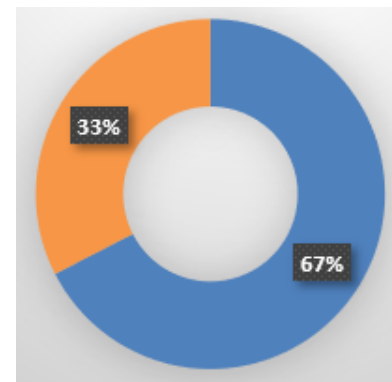
Upper



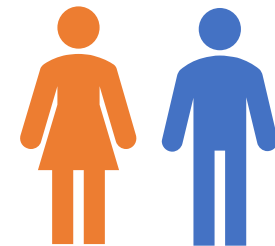
Upper
Middle



Lower
Middle



Lower



74% male