

GENDER PAY REPORT

The Gender Pay Gap shows the difference between the average (mean or median) pay of men and women. This is expressed as a percentage of men's pay. For example: a pay gap of 15% would mean that on average across the whole workforce, men earn 15% more than women per hour. Where a negative figure is reported, this means that on average across the whole workforce, women earn more than men per hour. Gigaclear benchmarks in line with other telecommunications providers on our male / female split. This is one area that we would like to focus on improving, particularly into technical or operational delivery roles, to impact our overall gender pay gap results.

	Gigaclear
Mean Gender Pay Gap	18.4%
Median Gender Pay Gap	27.6%
Mean Bonus Gender Pay Gap	-3.6%
Median Bonus Gender Pay Gap	-65.8%

% of males/females receiving bonus



■ Received a bonus
 □ No bonus received

Gender Split



Managerial Split by Gender



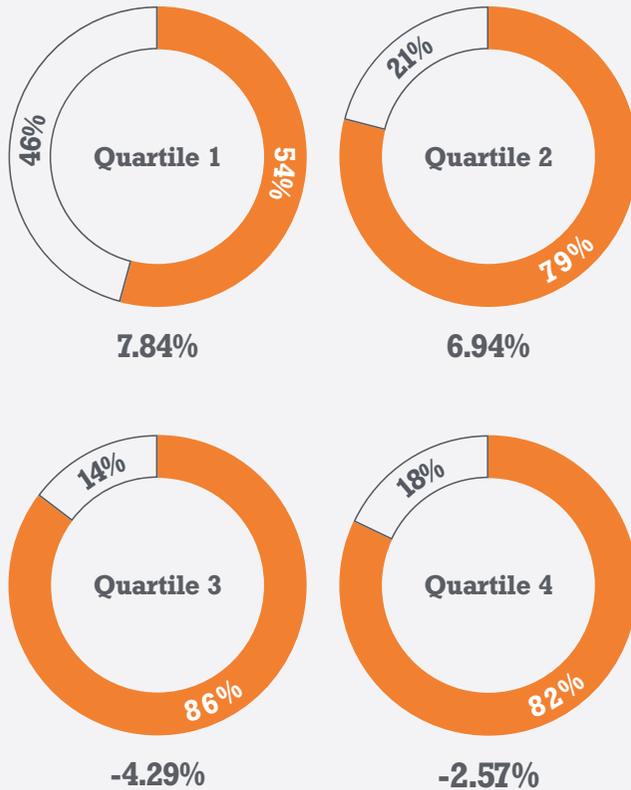
Of the management team; 68% are male, 32% are female.

Company Goal 2019



25% of our people taking their next career step within Gigaclear in 2019. **Achieved.**

Proportion of males and females in each pay quartile



Male



Female

Action

- ✓ Improve the unconscious bias training which is part of the recruitment training for all managers
- ✓ Update recruitment team knowledge and skills around unconscious bias including reviewing how we write job descriptions and adverts to ensure there is appeal to all
- ✓ Review and improve flexible working practices across Gigaclear
- ✓ Focus on bringing women into more senior roles
- ✓ Focus on the apprenticeship programme and attracting more males into entry level roles
- ✓ Ensure the annual salary review includes a review of all salaries against internal comparators to help identify and tackle problem areas
- ✓ Achieve our company goal of 25% of people taking their next career step with Gigaclear, supporting individuals to develop their career, exploring creative solutions to enable progression
- ✓ Introduce assessment centre style recruitment assessments to give candidates every opportunity to demonstrate their potential
- ✓ Targeting attracting females into technology roles

This statement was approved by
Gigaclear Limited CEO, Gareth Williams

