

Gender Pay Gap Report 2022

Snapshot date 5th April 2022

What is the Gender Pay Gap?

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.

Introduction

At Gigaclear we are committed to ensuring that we offer a fair and inclusive working environment where we bring our value 'Do the Right Thing' to life every day in how we manage our people.

Throughout 2021 we committed to and delivered several initiatives to address the gender pay gap, and we are delighted to report both our mean and median gender pay gaps have fallen. We recruited 68 women and 170 men in the period April '21 to April '22 which has contributed to a small but significant change in our gender split to 27% female and 73% male.

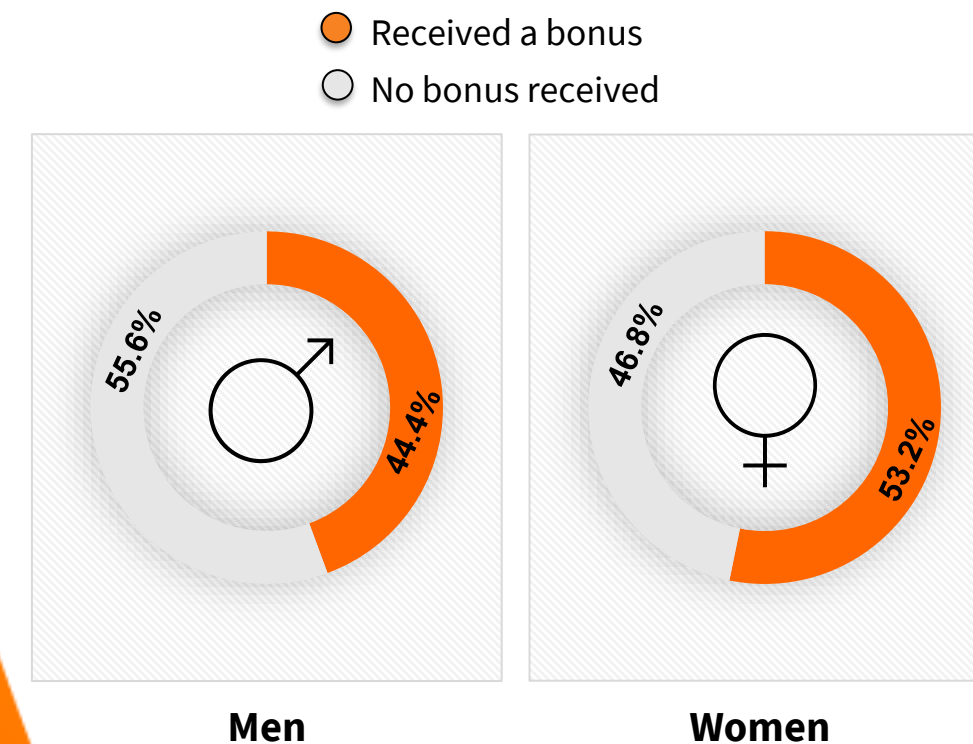
Improvements can also be seen in the distribution of men and women in our four pay quartiles, and we are proud that over 25% of our people took their next career step within Gigaclear during the reporting period. We are pleased that the proportion of males and females in receipt of bonus payment has increased by 20%, linked to the introduction of a monthly 'spot bonus' award to recognise our top performers from across the organisation.

Successes in 2021-2022:

- Reviewed the use of language in our job specifications, encouraging gender-neutral language.
- Targeted advert campaigns for female engineers.
- Promoted flexible working and hybrid/remote job opportunities.
- Established an Equality, Diversity and Inclusion group, raising the profile of EDI within Gigaclear and targeting improvement.
- Published our Reward Policy outlining our remuneration strategy and commitment to competitive and fair reward practices.
- Refreshed our Management Essentials workshop, equipping our management team with the right knowledge, skills and behaviours.

	2022	2021	2020
Mean Gender Pay Gap	12.3%	14.0%	13.9%
Median Gender Pay Gap	18.8%	19.4%	13.9%
Mean Bonus Gender Pay Gap	52.1%	36.3%	52.5%
Median Bonus Gender Pay Gap	50.0%	-190.9%	12.5%

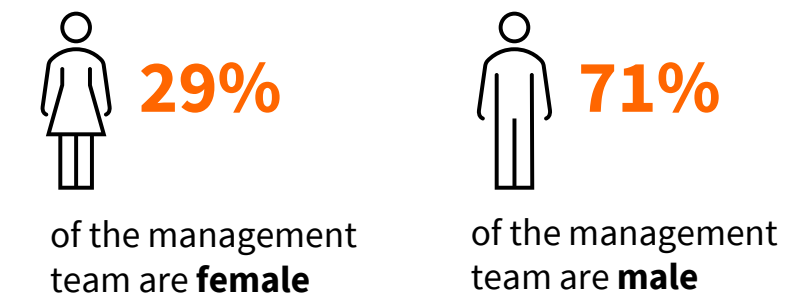
% of men/women receiving a bonus payment



Gender Split

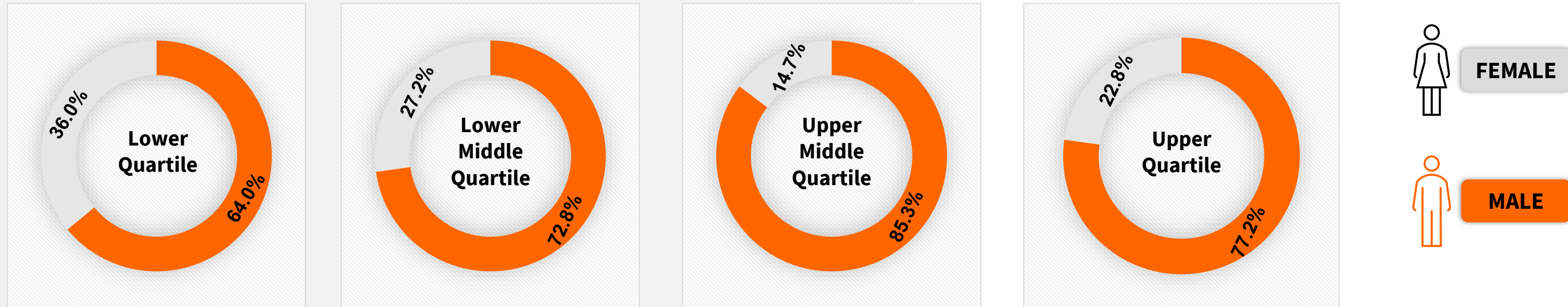


Managerial Split by Gender



22% of our **female** staff are managers
20% of our **male** staff are managers

Proportion of males and females in each pay quartile



Actions – April 2022

Last year we committed to developing a dedicated group for Equality, Diversity and Inclusion, focused on bringing employees together from all areas of the business to create an environment in which everyone can thrive. Breaking down systematic barriers and make greater progress on gender parity. As part of this journey, we have improved our recruitment processes to ensure these remain fair and transparent, whilst attracting the best talent. The work is never done and there is still much we can do to continue to make Gigaclear the best it can be. Our aim is to make Gigaclear a career destination, not a steppingstone.

Over the next 12 months we are committed to the following initiatives:

- Conducting a mid-year compensation review that allows us to review and rectify any gaps.
- Appoint a dedicated resource to lead on EDI initiatives, including regular EDI reporting.
- Create more apprenticeships across the business to continue evolving successful career paths that are inspiring and rewarding.
- The development of our new applicant tracking system that allows us to push our recruitment efforts further and in a fair way.
- Developing our own talent with a goal of 25% of employees taking their next step at Gigaclear.

This statement was approved by Gigaclear Limited CEO, Gareth Williams

