



Community *Fibre*

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Gender Pay Gap Report 2021

Snapshot date - 5th April 2021

What is the Gender Pay Gap?

An Introduction

Since legislation was introduced in April 2017, employers with 250 or more employees are required to publish the results of their Gender Pay Gap Reporting each year.

Gender Pay Gap Reporting identifies the difference between the average (mean or median) pay of women and men. 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 would mean that on average across the whole workforce, women earn more than men per hour.

All information contained within this report is based on data taken at the required 'snapshot' date, 5th April 2021.

The key measures for Gender Pay Gap Reporting:

Mean Gender Pay Gap shows the difference between the average hourly pay of women and men.

Median Gender Pay Gap is the difference between the midpoints in the ranges of hourly earnings of women and men.

Mean Bonus Gap shows the difference between the average bonus paid to women and men.

Median Bonus Gap shows the difference between the midpoints in the ranges of bonuses paid to women and men.

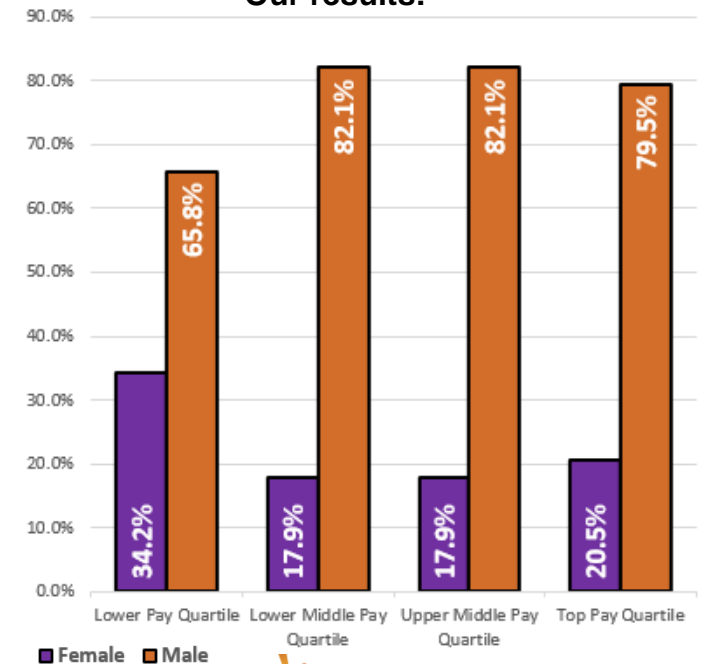
Our results:

Key Measures	5th April 2021
Mean Gender Pay Gap	13.90%
Median Gender Pay Gap	18.40%
Bonus Mean Gender Pay Gap	52.70%
Bonus Median Gender Pay Gap	18.70%

Pay quartiles

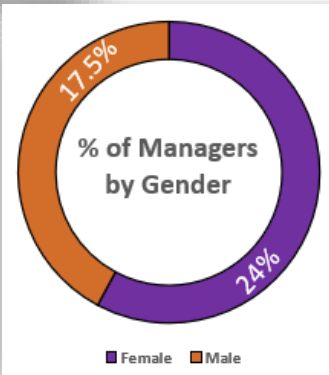
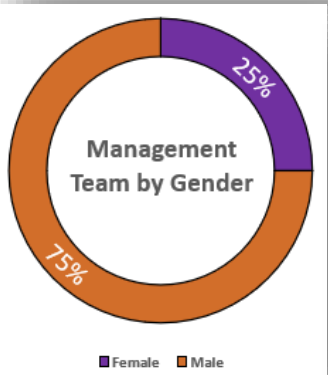
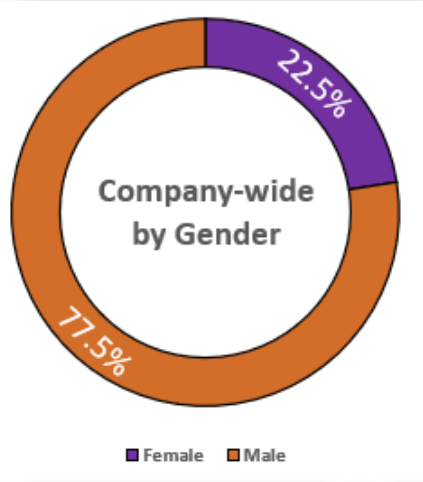
This identifies the employee population by order of fixed pay from lowest to highest. It is then divided up into four sub-populations known as upper quartile, upper middle quartile, lower middle quartile and lower quartile. This identifies the distribution of women and men across each quartile within the company.

Our results:



Our results explained...

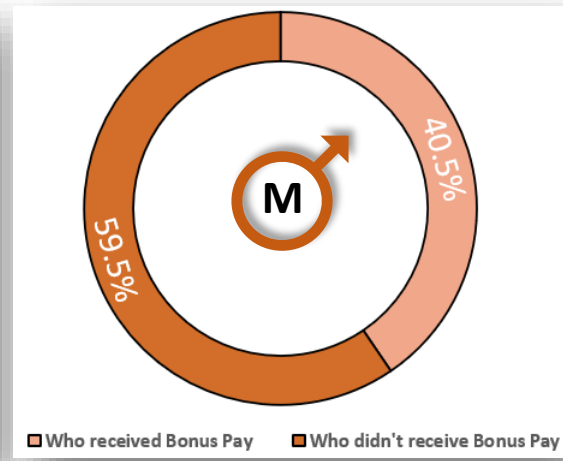
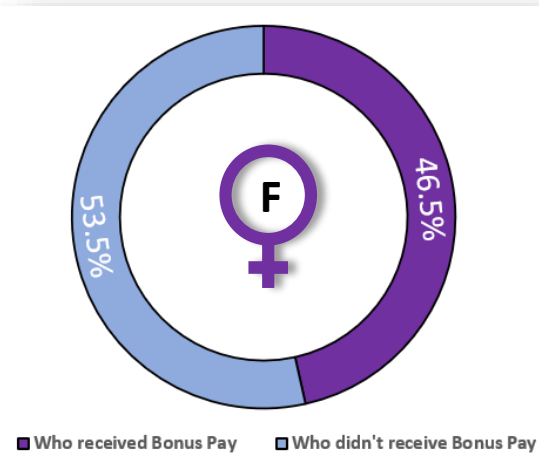
Our results:



The results show that we have a positive Gender Pay Gap meaning, the average pay for women is lower than the average pay for men. This positive pay gap does not mean that male employees are paid more than their female colleagues for doing the same job. The positive Gender Pay Gap is a direct reflection of the current % of females (22.5%) to males (77.5%) across the organisation. It is worth drawing attention also, to the percentage females (20.5%) to males (79.5%) who sit in the Top Pay Quartile and percentage of females (17.9%) to males (82.1%) sitting in the Upper Middle Pay Quartile meaning, the quartiles of highest paid employees in the Company.

We are very aware that our positive Gender Pay Gap is heavily impacted by the low numbers of female employees across the company. A matter that Community Fibre Limited are keen to address and do whatever we can to minimise the gap, considering we are a Company within the Telecommunications sector, with a high base of Engineering and Field Sales workers, of which are typically male dominated job roles.

The below shows the % of women and men whom received/ didn't receive bonus pay:



Our intended actions to support in bridging the gap

We are committed to driving the following actions to bridge the gap (not limited to):

- Continue to recruit a Direct Labour workforce across all areas of our business. Working hard to attract females into these roles where they are typically male dominated.
- Proactively drive the identification of high performing/ high potential talent from within the company, ensuring they have clearly developed progression plans to support their growth in the business.
- Continue to actively promote job vacancies and recruit from within, particularly where mid/senior level positions become vacant.
- Continue to ensure job roles are benchmarked to market rates, ensuring that all talent is compensated consistently, based on their experience and performance within those benchmarks.
- Creation of a Culture Community Forum, promoting equality, diversity and inclusion to create and drive initiatives and can achieve improvement in these important areas.
- Creation of clear and well-defined career progression pathways. This to support our employees with identifying the desired 'next step' in their career and drive our 'promotion from within' strategy.
- Actively promote and celebrate our talent through social media and our careers page with a conscious emphasis on female talent, particularly within more technical/ engineering-based job roles.



The information contained within this report has been reviewed and approved by Aimee Haller, People Director



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