

CityFibre

Gender Pay Gap Report

This report details our April 2020 to
April 2021 Results and our approach
to ensure Gender Equality

Gender pay gap and how it is calculated

Median gender pay gap

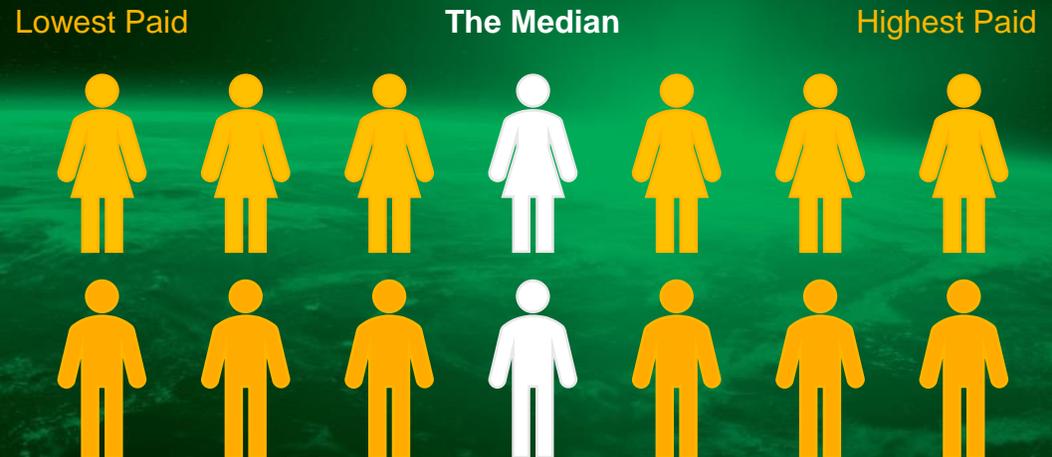
If all company employees were lined up in a female line and a male line in order of pay from highest to lowest, the median gender pay gap compares the pay of the female and the male in the middle of each line.

A gender pay gap exists because different roles pay differently and the number of men and women performing these jobs varies.

Mean gender pay gap

The mean gender pay gap shows the difference in the average hourly rate between men and women in a company.

This is **not the same as 'equal pay'**, which is the difference in pay between men and women who carry out the same or similar jobs.



At CityFibre, we have a culture which puts inclusivity at the centre of everything we do

We strive to ensure everyone feels appreciated and respected because of their differences and the value they bring.

We recognise that having an environment where individuals are free to be themselves, grow and progress is equally as important in closing the gender pay gap. That's why diversity and inclusion, including gender, is one of our key strategic pillars and embedded in everything we do.

As we continue to experience rapid growth, there is an opportunity to build upon the diversity of our workforce with targeted recruitment activity. With a median gap of 8.4% and a mean gap of 10.6%, we are proud to be competitive within our industry however, closing the gap completely and fairly will require a long term approach.

We are committed to reducing the gender pay gap and ensuring we have measures in place to introduce females to CityFibre at all levels and create opportunities for female internal mobility.

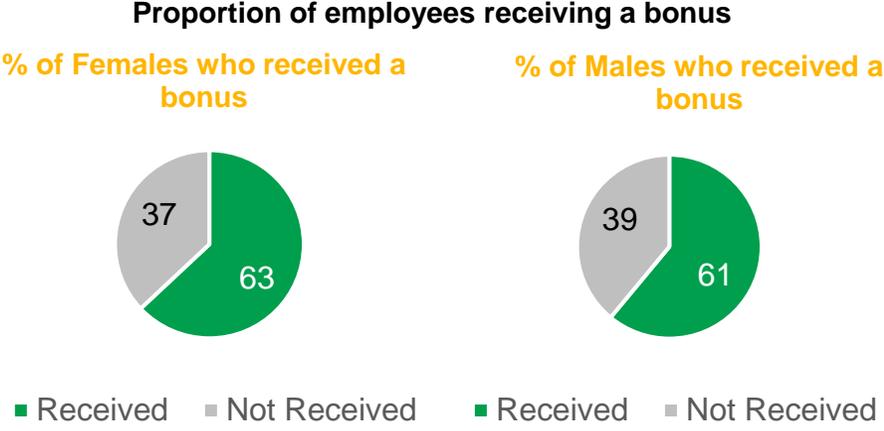
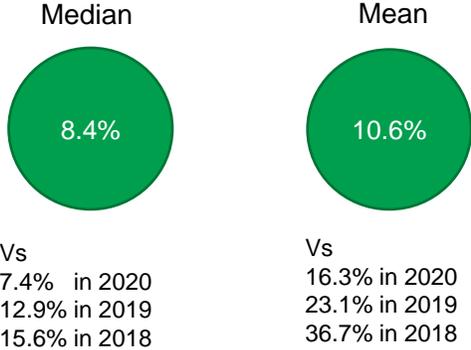
We are building on and strengthening initiatives implemented in previous years as well as proactively identifying and removing barriers that may prevent individuals from applying or staying with CityFibre, such as role location and flexible working opportunities.



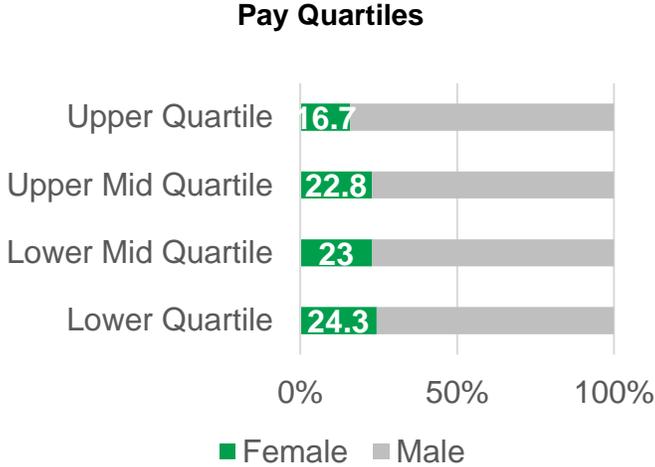
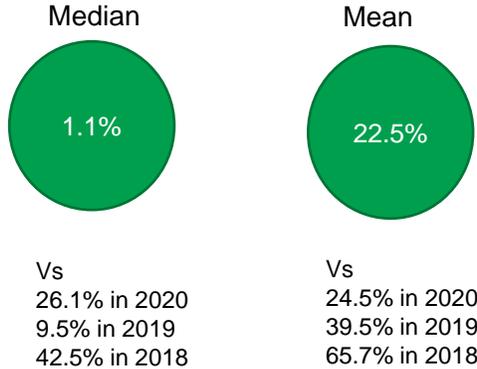
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Our Gender Pay Gap Results

Gender Pay Gap in Hourly Pay (base pay Only)



Gender Pay Gap in Bonus pay (1) (annual bonus & commission)



(1) All employees who joined on or before 30th September 2020 were eligible for a bonus.

Our 2021 actions



Building on our 2020 strategy and **embedding in our culture**



Enhancing our **D&I networks** and showcasing their achievements



Mandating **balanced hiring shortlists** for all vacancies



Increasing the number of early career hires with formal development opportunities to **encourage females** into tech roles



Continued review of **Job Families and Reward** to ensure equal pay for equal roles



Continue to work with experts to ensure **our talent attraction strategy** reaches all genders and increases the number of female hires



External recognition with a **Comms National Diversity award** and as a **Times Top 50 Employer for Women**

What's next



Monitor and build on the **successes of 2021**



Formalise our **talent management** process across the whole organisation



Develop action plans from our **Employee Voice Survey**



Drive **gender inclusivity** at all levels of the organisation



Identify opportunities for further **external recognition**



Develop our external relationships to further promote our **inclusive culture**



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Statutory Declaration:

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017



Greg Mesch
Chief Executive Officer



Francis Bird
Group HR Director

