

# GENDER PAY 2024

# OUR COMMITMENTS



**Francis Bird**  
**Group HR Director**

CityFibre is striving to create an inclusive workplace where everyone feels valued and respected because of their differences and the values they bring. A place where every employee can bring their full selves to work so they can reach their full potential and help us achieve our business goals.

As a responsible business in the UK, CityFibre’s vision is that our people reflect the diversity of the societies we work in. If we are to maximise this potential, the team we build must reflect the diversity of the societies our networks are designed to serve.

Ensuring we can attract, retain and develop skilled and talented women in roles throughout our organisation is critical if we are to achieve this. As an industry and as a company we still have a long journey ahead of us to build the gender-balanced workforce we aspire to, but we are working hard and making sustained and important progress.

Measuring our progress in gender diversity – through publishing our pay gaps – is an important part of understanding our progress toward achieving this vision. And for us to continue working every day for a culture that is inclusive and equitable.



**77/100**

Score for work life  
balance



**78/100**

Equal Opportunities  
score

# WHAT OUR PAY GAPS MEASURE

The gender pay gaps may be confused with equal pay, but they measure something different.

## What do gender pay gaps measure?

The gender pay gaps measure the difference in average hourly rate of pay between all men and women irrespective of role or seniority.

The pay gaps simply reflect the difference in the midpoints in the pay range of all male and females. We tend to focus our analysis on the median pay gaps as the median is less affected by pay outliers.

## How is this different to equal pay?

Equal pay relates to pay equality between men and women doing like work. Equal pay is a legal requirement.

## Our approach

At CityFibre, we take deliberate steps for equality of pay for all our people. We operate pay structures which include Families and Reward to ensure equal pay for equal roles.

We also undertake annual gender pay audits, to demonstrate our ongoing commitment to remove unfair pay practices and eradicate gender bias at all levels of the organisation.

# GENDER PAY GAP AND HOW IT'S CALCULATED

The gender pay gap is calculated as the difference between average (mean or median) hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings.

## Mean

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.

## Median

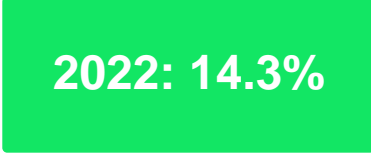
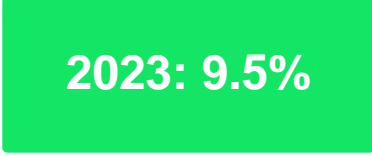
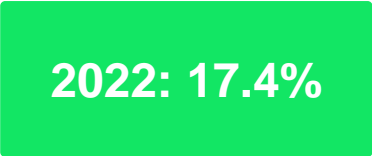
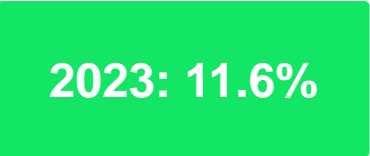
The **median is the middle value** of all hourly rates when ranked. That is the amount paid to the employee in the middle of the list, if employees are listed in order of pay or bonus.

The advantage of looking at the median is that it's less affected by numbers at the top end of the pay range, such as the earnings of a small number of senior executives.

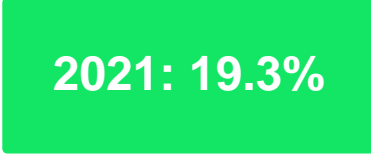
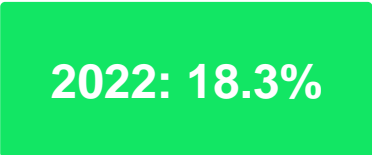
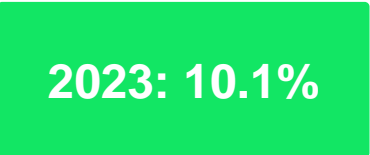
Using both mean and median figures offers different insights into the distribution of our pay and bonus data. Regulations also require us to report on both.

# OUR GENDER PAY GAP FIGURES FOR 2024

## GENDER PAY GAP IN HOURLY PAY



## GENDER PAY GAP IN BONUS PAY (annual bonus & commission)

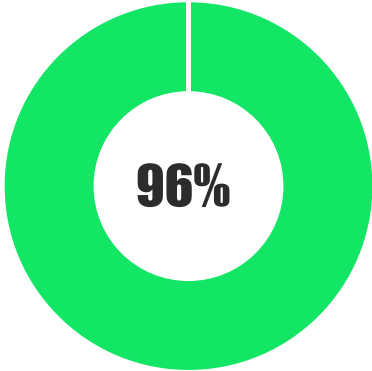


The gender pay gap at CityFibre has increased slightly between 2023 – 2024. Whilst we have made progress in some areas, business restructuring during the period has affected our ability to further reduce the overall mean and median for 2024.

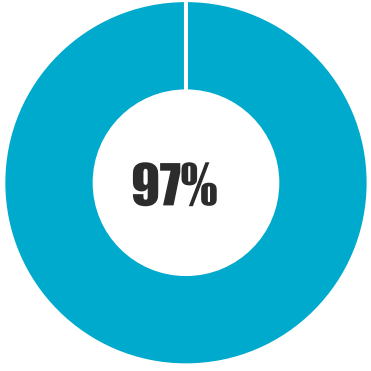
Decreasing the Gender Pay Gap continues to be a key part of our strategy.

# OUR GENDER PAY GAP FIGURES

Proportion of employees receiving a bonus

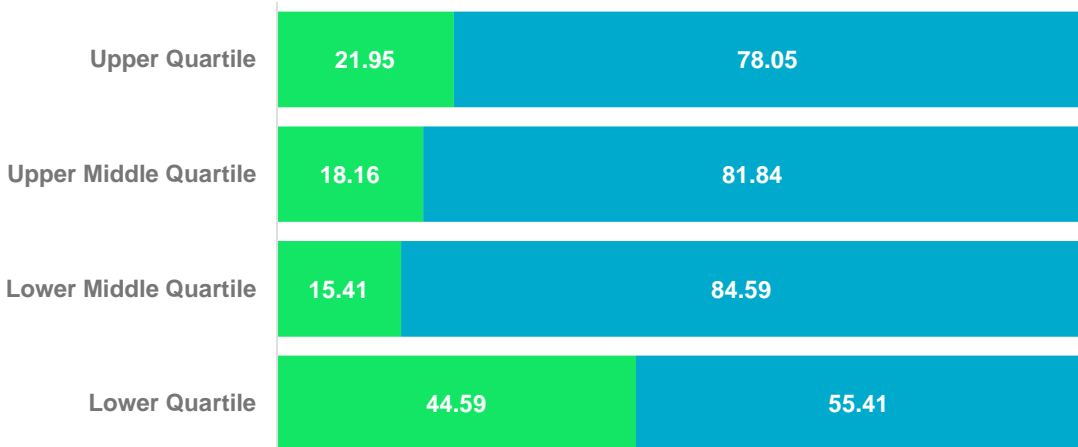


Females



Males

Pay quartiles  
(Distribution of males & females)



Female % Male %

Our overall headcount increased slightly from the snapshot date in April 2023 to the snapshot date April 2024 though there was a high turnover throughout the year

During this period, the number of females in the lower quartile reduced to 44.59% (from 46.35%). The number of females in the Upper Middle Quartile increased to 18.16% (from 17.75%).

# PROGRESS DURING 2023-2024

## BUILDING ON OUR DIVERSITY, EQUITY & INCLUSION STRATEGY & EMBEDDING IT IN OUR CULTURE

- Every person at CityFibre plays an important part in creating an inclusive culture
- The leadership team recognise their role in setting the tone for this, with diversity and inclusion action plan progress reported within regular business reviews. Our leaders also have KPIs related to progress in diversity and inclusion
- We've launched a new Diversity, Equity & Inclusion strategy, focused on creating an inclusive culture, whilst recognising the importance of creating opportunities for women across all levels of the organisation

## ENHANCING OUR DE&I NETWORKS & SHOWCASING OUR ACHIEVEMENTS

- Whilst pay provides an important barometer of progress in relation to gender diversity, it is not the only focus area for our Diversity, Equity and Inclusion strategy
- Our DE&I networks continue to help us foster a supportive workforce and environment
- Our Gender network continues to have an established Menopause Policy and a wellbeing support group to help further develop an age and gender inclusive workplace
- We secured a position in **The Times top 50 for Gender Equality in 2024** (the third time we have received this award since 2021)

# PROGRESS DURING 2023-2024

## MANDATING BALANCED HIRING SHORTLISTS FOR ALL VACANCIES

- Continuing to work with our recruitment partners to ensure 50% diverse shortlists for all roles and take varied approaches to recruitment that enable us to attract more women in technology roles.
- Training our people managers in inclusive hiring practices to ensure candidates have an inclusive experience throughout every step of our recruitment process as well as shifting the emphasis to hiring for potential, rather than solely focusing on prior experience.
- Our blended shortlists have enabled us to **recruit 36% female talent** into CityFibre.
- Female leadership is up from 17% to 26% over two years

## INCREASING THE NUMBER OF EARLY CAREER HIRES WITH FORMAL DEVELOPMENT OPPORTUNITIES TO ENCOURAGE FEMALES INTO TECH ROLES

- Like many organisations in our sector, we have a lower representation of women across all levels of our organisation, but particularly in technical specialist roles where they are significantly underrepresented.
- This reflects a societal issue in the technology sector which attracts fewer women from the start of their career. Women are also less represented in senior leadership positions, which typically pay more. These are factors which contribute to our pay gap.
- Along with Ofcom and some of the UK's leading telecoms and technology organisations, we have signed Women in Tech, a pledge committing us to promote the role of women in technology-based roles in the telecoms sector.



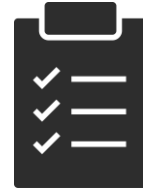
# OUR ONGOING ACTION PLANS

Continuing to deliver our Gender Balance Action Plans with a focus on the following critical four areas:



## **Inclusive recruitment and hiring**

Continuing our journey to create a gender balanced workforce by implementing the measures, processes and practices where everyone feels valued and respected because of their differences.



## **Formalising our Talent Management approach**

Continuing career progression and talent development support for gender inclusivity to enable us to continue diversifying our leadership population.



## **Developing action plans from our Employee Voice Survey**

We pay close attention to our people engagement survey results, analysing these by diverse groups to understand any differences in experience.



## **Continuous improvement of our DE&I networks**

We know that no one person is defined solely by one characteristic. Our aim is simple: we want to make sure our plans are designed for the different experiences women have, because our identities are about more than gender.

# 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