

GENDER PAY 2023

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 build in. We have opportunities to build new and exceptionally talented teams. But, 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.



75/100

Score for work life balance



75/100

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

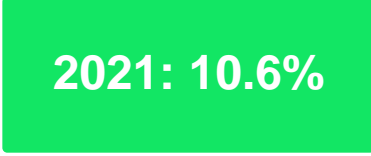
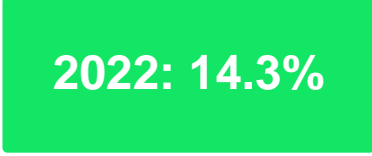
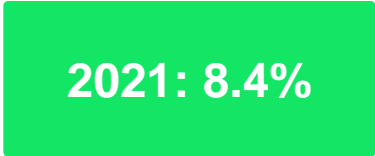
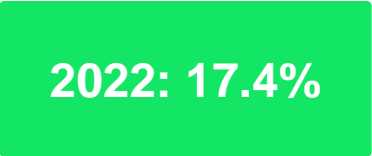
The **median is the middle value** of all hourly rates when ranked. That is the amount paid to the employee in the middle of the list, if employees are listed in order of pay or bonus.

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.

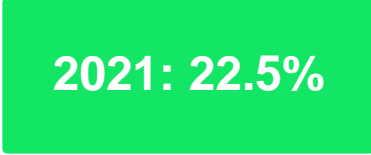
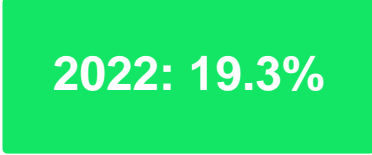
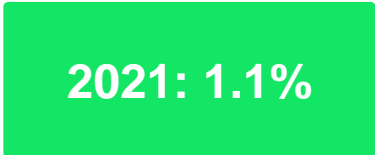
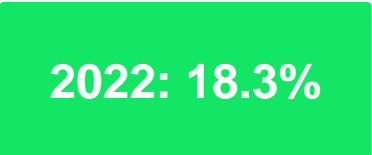
Using both mean and median figures offers different insights into the distribution of our pay and bonus data. Regulations also require us to report on both.

OUR GENDER PAY GAP FIGURES FOR 2023

GENDER PAY GAP IN HOURLY PAY



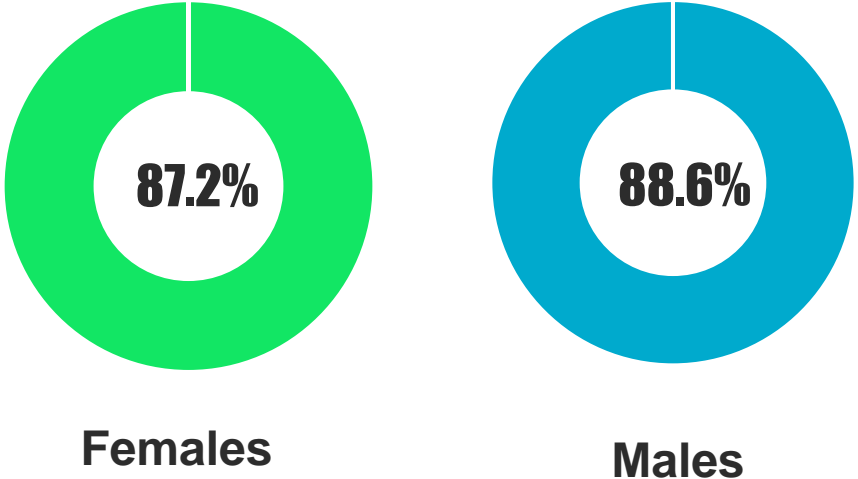
GENDER PAY GAP IN BONUS PAY (annual bonus & commission)



The gender pay gap at CityFibre has reduced between 2022 – 2023. This is as a result of the positive increase in recruiting females into key roles and our continued commitment to promoting internal opportunities for females. Both of which continue to be a key part of our strategy

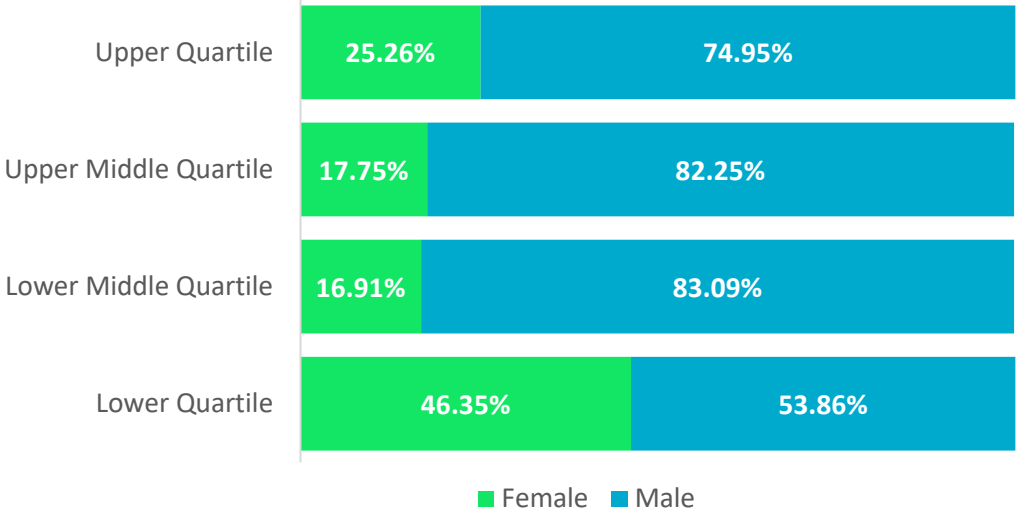
OUR GENDER PAY GAP FIGURES

Proportion of employees receiving a bonus



Pay quartiles

(Distribution of males & females)



Our overall headcount increased slightly from the snapshot date in April 2022 to the snapshot date April 2023.

During this period we reduced the number of females in the lower quartile to 46.35% (from 49%) and have seen a consequential increase in each of the other quartiles as a result. In particular the upper quartile has seen an increase from 23% to 25.26%.

This was the result of bringing in some senior hires, internal promotions and a considered pay review targeting and addressing salaries that were behind market.

PROGRESS DURING 2022-2023

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, but also recognising the importance of creating opportunities for females across all levels of the organisation

ENHANCING OUR DE&I NETWORKS & SHOWCASING OUR ACHIEVEMENTS

- Pay gaps provide an important barometer of progress in relation to gender diversity, but they are not our only focus areas for our Diversity, Equity and Inclusion strategy. We recognise that each person is an individual made up of a unique combination of different characteristics – some visible, most invisible.
- 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 new wellbeing support group** to help further develop an age and gender inclusive workplace.

PROGRESS DURING 2022-2023

MANDATING BALANCED HIRING SHORTLISTS FOR ALL VACANCIES

- Working with our recruitment partners to ensure 50% diverse shortlists for all roles and take different 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 prior experience.
- Our blended shortlists have enabled us to **recruit 36% of female talent** into CityFibre.

COMMITTING TO SUPPORT PROGRESSION OF FEMALES IN THE WORKPLACE

- Like many organisations in our sector, we have fewer women than men 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 that 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 to promote the role of women in technology-based roles in the telecoms sector.

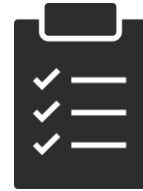
OUR ONGOING ACTION PLANS

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



Continuing to grow and mature 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