

Gender Pay Gap Report

Our gender pay gap as at 5 April 2020

2019/20 saw us drive another reduction in both mean and median pay gaps, since we first reported our pay gaps as at 5 April 2017

Mean gender pay gap

8.5%

Mean gender pay gap reduced from 10.4% as at 5 April 2019

Median gender pay gap

11.2%

Median gender pay gap reduced from 12.2% as at 5 April 2019

Bonus gap

- mean gender bonus gap (including management bonus, incentive payments and money-based awards) has decreased to 39% and the median gender bonus gap has decreased to -10.1%.
- proportion of females who received a management bonus increased from 6.4% as at 5 April 2019 to 8.1% at 5 April 2020 compared with 7.6% for men. If we include money-based awards the proportion is 44.6% for females compared with 38.2% for men.
- introduced a non-contributory 'share in your success' bonus scheme for everyone not eligible for the manager bonus

Gender Pay Gap

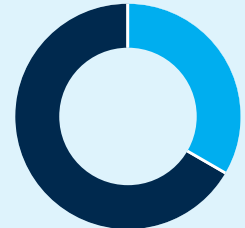
April 2020 – Excluding NST Additional Pay

Lower quartile



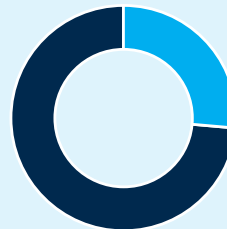
Female	40.5%
Male	59.5%

Lower middle quartile



Female	33.4%
Male	66.6%

Upper middle quartile



Female	26.6%
Male	73.4%

Upper quartile



Female	27.1%
Male	72.9%

N.B. For this report we have excluded an allowance paid to our Network Service Technicians (NSTs) which most closely approximates "pre-paid" overtime and distorts the outcome.

Diversity across the business as at 5 April 2020:

33%/67%
Employees – female/male

17%/83%
Board – female/male

35%/65%
Executive team – female/male

First female CEO
announced the appointment of our first ever female Chief Executive Officer