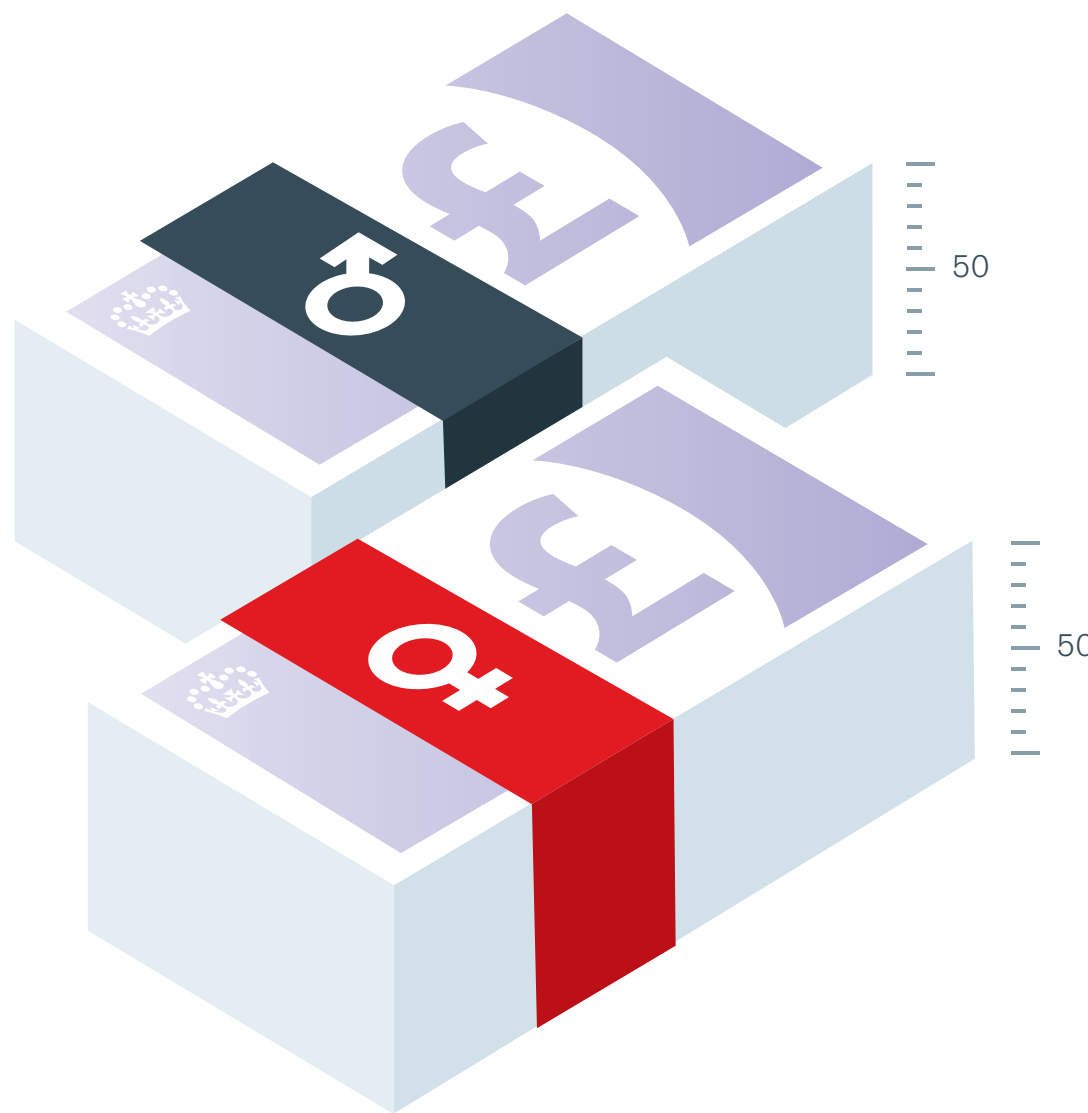


Claranet Gender Pay Gap

2021 RESULTS



What is the Gender Pay Gap?



The gender pay gap provides a snapshot of the male and female average earnings to show the gender balance within an organisation.

Since 2017, an organisation with 250 or more employees must publish this information annually to reveal the average pay of male and female staff. The figures measure the average earnings of all employees and highlights the difference in pay between the genders irrespective of their level of seniority or position within the organisation.

Difference between the 'Gender Pay Gap' and 'Equal Pay'

"The Gender Pay Gap" is the difference in average earnings of all employees and shows the difference in pay between genders irrespective of their level of seniority or position within the organisation. This highlights the pay differences between males and females on a broader level.

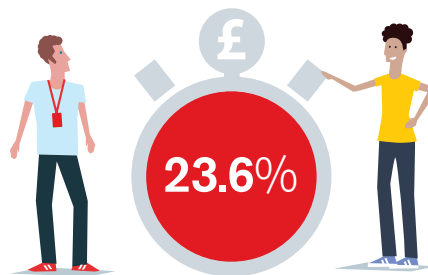
"Equal Pay" is where a person of one gender receives less money than the other gender for carrying out the same or similar job. Claranet regularly monitors and benchmarks employees' pay to ensure equal pay obligations are met. Having a gender pay gap doesn't mean employers are paying women less for the same or comparable role that a man is undertaking.

Our 2021 results



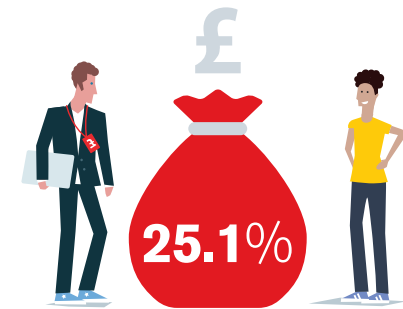
Mean gender pay gap in hourly pay*

*The difference between the average of men's and women's hourly pay. This includes all employees across the entire business.



Median gender pay gap in hourly pay*

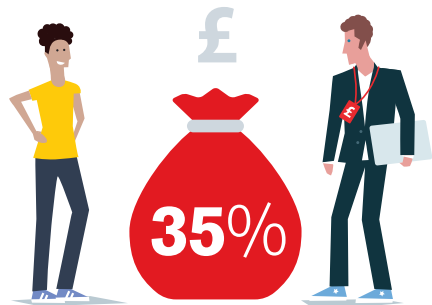
*The difference between the midpoints in the ranges of men's and women's pay using a median average. This includes all employees for the entire business.



Median gender bonus gap*

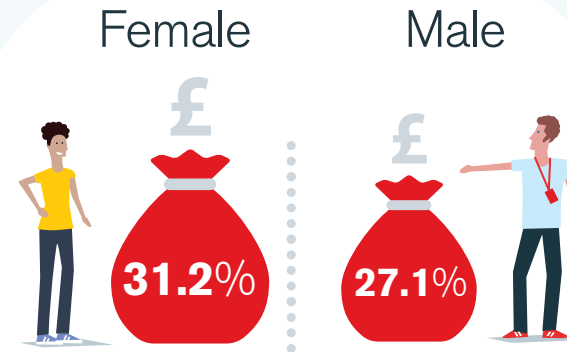
*The difference between the midpoints in the ranges of men's and women's bonus pay in the last 12 months. This includes all employees who receive a bonus as part of their pay.

Our 2021 results



Mean gender bonus gap

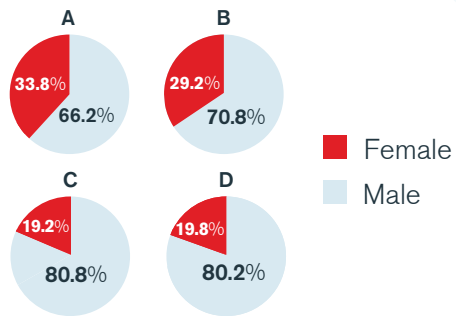
*The difference between the average of men's and women's bonus pay in the last 12 months. This includes all employees who receive a bonus as part of their pay.



Percentage of males and females receiving a bonus payment*

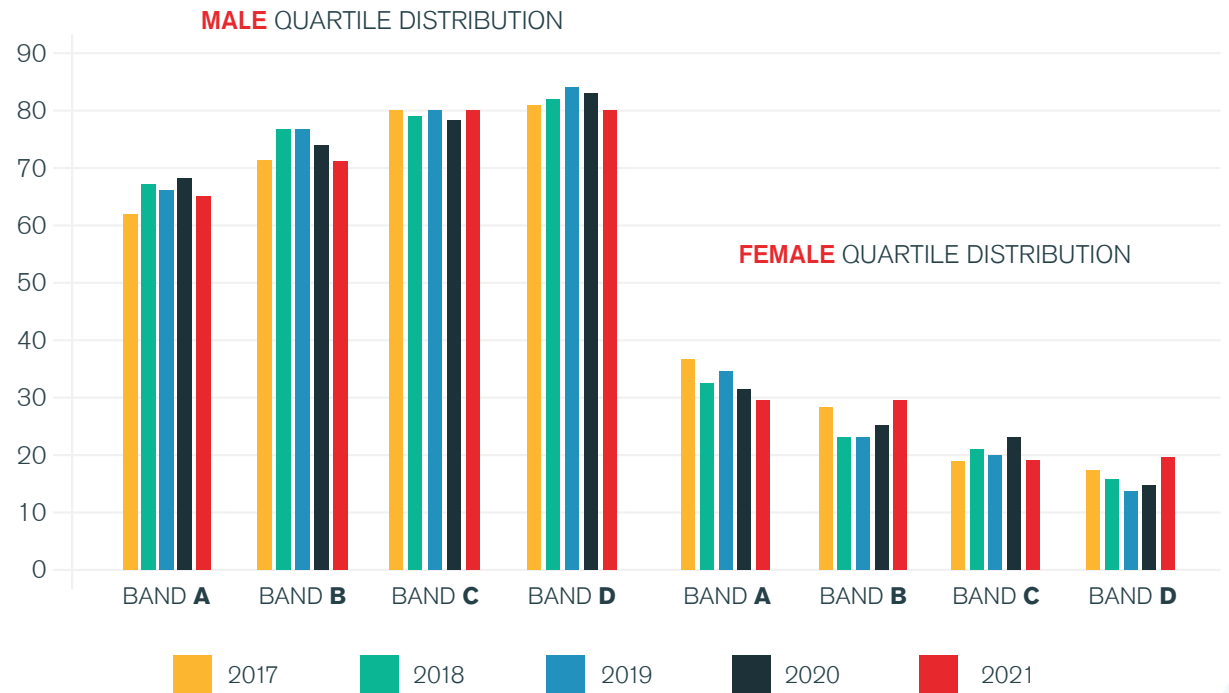
*The proportion of males and females in the business receiving a 12 months bonus. This figure is based on all employees in the business.

Our 2021 results

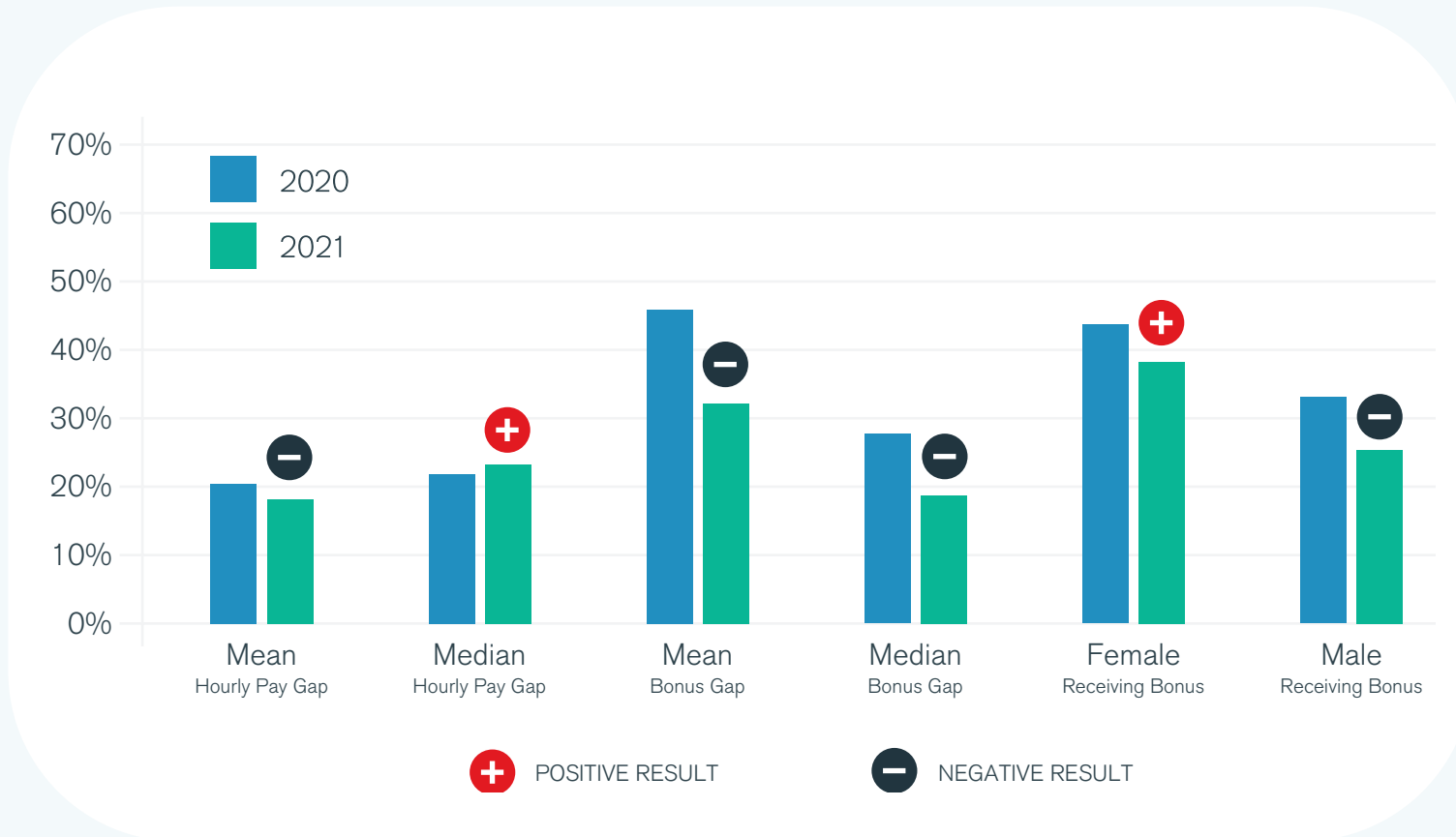


Proportion of males and females in each pay quartile*

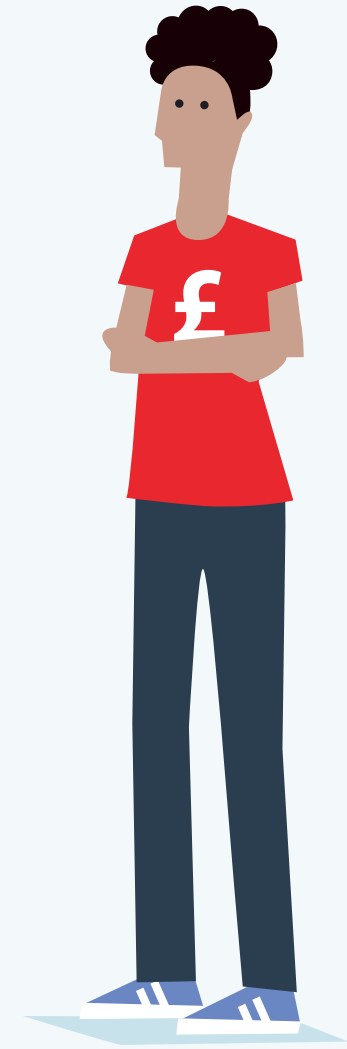
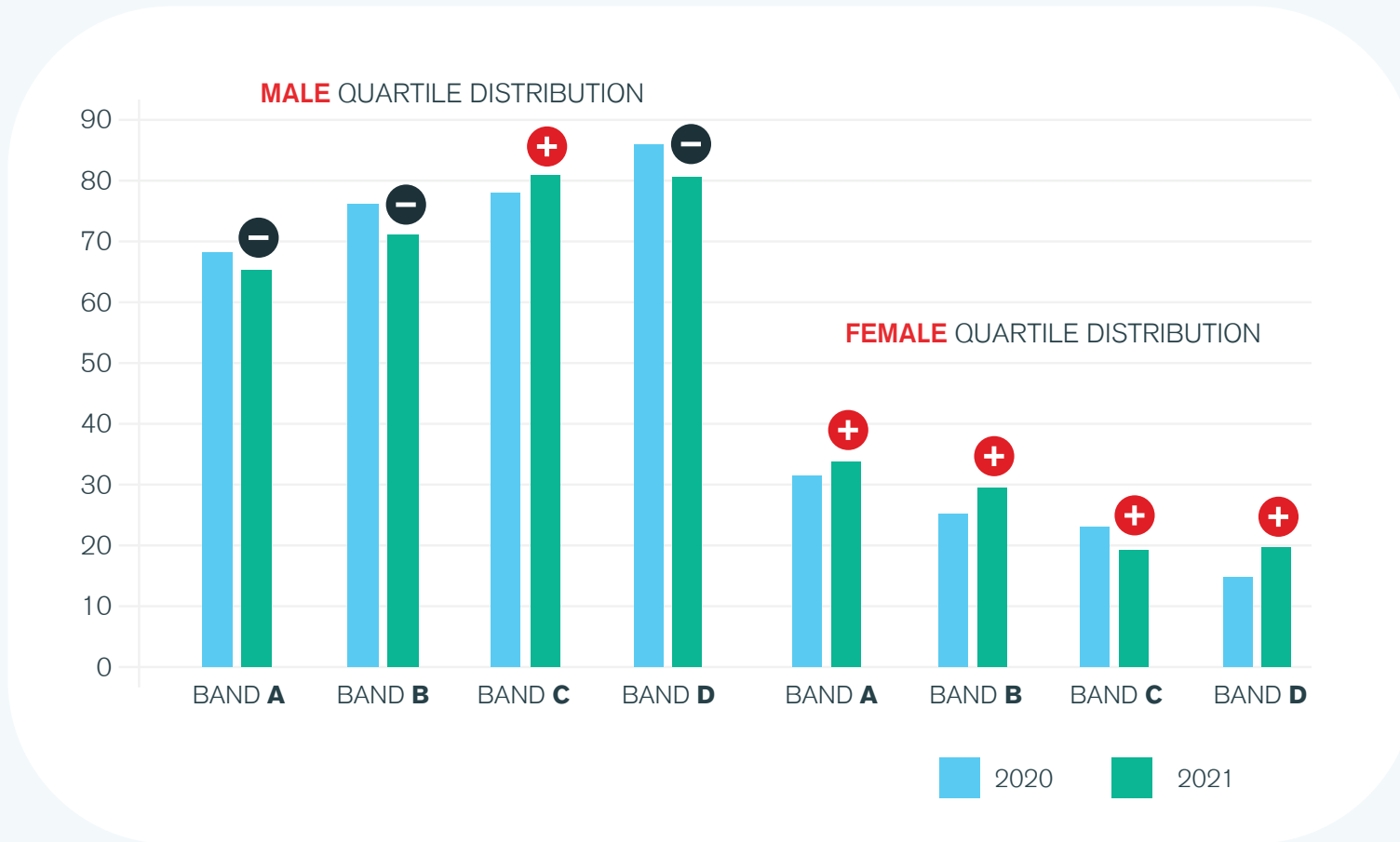
*The proportion of males and females in the business receiving a bonus as part of their pay. This figure is based on all employees in the business.



Comparing the difference in a year



Comparing the difference in a year



What does this mean?

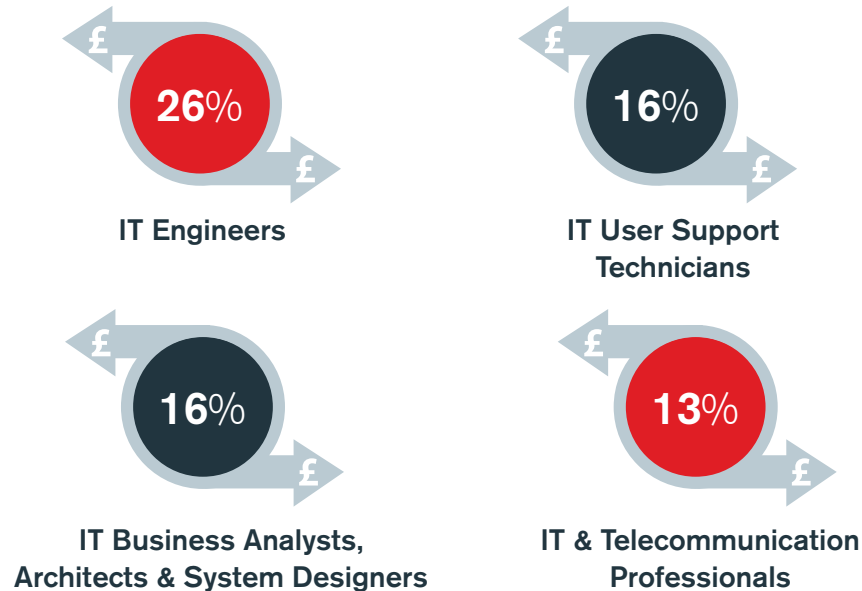
The results between April 2020 and 2021 are mixed. Whilst we can celebrate that there has been some areas of progression, there are others that still require improvement. Both the mean and the median pay gap has increased in three of the pay quartiles for women, however, the overall percentage of women representation in the upper quartiles of C & D remain under 20%.

Although, we have seen an increase in female representation in these upper quartiles, indicating an increase of women in the more mid to senior level positions within the business. Whilst this is a positive step we strive to continue and better this by instilling a culture of flexible working practices and encouraging more women into senior roles.



What is the industry **average result**?

The Gender Pay Gap results vary dependant upon role. The ONS in 2021 shows a breakdown of the % gap between male and female pay in the below categories:



The gender pay gap among all employees, irrespective of industry, was 15.4% in April 2021, this was 14.9% in April 2020, but this is still overall, down from 17.4% in April 2019.

Interpreting average earnings data has been difficult in 2021 due to the Covid pandemic. At this snapshot pay period, there were estimated to be approximately 3.7 million employees on furlough. Therefore the ONS have encouraged employers to treat this data from 2021 with caution and review the longer term trends as a whole.

Overall, the gender gap continues to decline, falling by approximately a quarter over the last decade.

Working hard to **close the gap**

Claranet continuously strives to improve equal opportunities in all areas of the business. The HR and Management Teams are working on several Diversity and Inclusion initiatives to support the reduction in the gap in pay between men and women.

A significant milestone for Claranet last year was becoming a signatory with the Tech Talent Charter (TTC) who pride themselves on bringing organisations together to drive greater diversity and inclusion within the Technology sector. We are proud and excited to be a part of this movement as we continue to work towards a sector that is reflective of our society. Our ambitions and goals are closely aligned with the TTC whereby our workforce is truly inclusive.

Our commitment to driving Diversity and Inclusivity is paramount, and we have ensured this is measurable and that our recruitment strategy supports this. Within the Technology sector there is a strong bias and trend of more males working within the industry than females, specifically in more technical roles. Traditionally these roles are higher paid and contribute to a large percentage of the workforce.

Whilst there is no overnight solution to balancing the gender split within these roles, Claranet is committed to offering and promoting more technical roles, apprenticeships, promotions and training opportunities to women. By employing more women at the start of their careers we are confident, and have ambitions to take these individuals to higher and senior positions within the business. We have invested heavily in a training budget that has been utilised continuously in both leadership and technical courses by females within the business.

Our proudest achievement internally is our Senior Management split, where we continue to have an equal split between men and women, which is essential to leading a diverse workforce and promoting equality. Another recent achievement is the development of our 'Women in Tech' within Claranet, seeking to highlight senior women within the sector and bring like-minded individuals together to share best practices, initiatives and networks.

The Gender Pay Gap has remained close to zero for the majority of employees under the age of forty. What this indicates is that quite often it is the working mothers or female parents that take the brunt of the pay gap, considerably due to the disproportionate likelihood of working part-time in non-managerial roles over men. To help combat this, Claranet hopes to see a reduction in this figure following Covid-19, whereby much greater flexibility will be offered in the form of homeworking, leading to a healthier work-life balance.

Claranet believes our best asset is and has always been the amazing people we work with and we are passionate in ensuring that our workforce is reflective of our society. Organisational success comes from a diverse, inclusive and content workforce, and we will continue to work hard to reduce and eventually eliminate our gender pay gap.

"I work with brilliant women at all levels in Claranet, that inspire and challenge me..."

Fiona Moyes

Head of Commercial
Finance & Planning

3 ½ years at Claranet

"At Claranet, I feel valued and able to be myself, never just the token woman in the room. I feel respected for my professional input, my opinions and for when I have challenged accepted norms.

I work with brilliant women at all levels in Claranet that inspire and challenge me. Having female role models and mentoring opportunities to help prove what is achievable is critical to provide confidence, nurture skills and help inspire and guide colleagues. Listening and implementing positive change is intrinsic in Claranet's culture - there is always more any organisation can do to further equality, but I have confidence Claranet will continue on its positive trajectory."

"It was refreshing to see the diversity in Claranet and the number of women in senior roles..."

Martine Soydon

Business Operations Manager

1 year at Claranet

"I've been Business Operations Manager at Claranet for just over 1 year. I've worked in the IT industry for over 15 years, in which it has largely been a male dominated environment. It was refreshing to see the diversity in Claranet and the number of women in senior roles and even more so now seeing women being recruited into more engineering and technical roles.

I for one, have been given the fantastic opportunity to onboard some of our future talents from universities to rotate them around the business to give them the best experience, offer in-depth learning experiences, ongoing mentorship and targeted training across all areas to help them understand an organisation's many moving parts and determine where their skills best fit."

"The company culture, and the genuine care for employees are what makes it a really great place to work."

Gemma Jankiewicz

Propositions Manager

15 months at Claranet

"I've been at Claranet for over a year now and believe that the company culture, and the genuine care for employees are what makes it a really great place to work.

Joining the business during a lockdown, I found it to be a really supportive and collaborative place, even when the current times could have made that really difficult. Particularly as a woman in the IT industry, I'm not made to feel any different to my male peers, and to be honest that doesn't even cross my mind! I've been given the opportunity and encouragement to develop a brand new function and team within the business which makes me feel really optimistic about my career at Claranet."

"It feels great to be part of such an inclusive and diverse company, that genuinely cares about my wellbeing and personal development..."

Hannah Revans

UX/UI Designer

16 months at Claranet

"I've always felt appreciated and like a valuable part of the organisation since starting my role at Claranet just over a year ago. When I first started, I was the only woman in my team. It's been great to see that in the past few months that the organisation has made an effort to employ more women in the team - it feels great to be part of such an inclusive and diverse company, that genuinely cares about my wellbeing and personal development.

Around 6 months ago, I was able to request flexible working to work around personal responsibilities. It was something I was nervous to ask for at first, but Claranet was very understanding, and I was never made to feel like less of a team member like I had been at other places of employment."



Claranet fully supports and advocates the UK Government's effort to eliminate the gender pay gap and address all inequalities facing the modern workplace. As a business we are fully committed to ensuring we maintain a diverse and well balanced workforce that makes Claranet operate at its full potential whilst operating effectively. We have numerous initiatives in place to help us achieve these ambitions, notably the Tech Talent Charter and our work with Microsoft's TC4RE.

We have taken a long-term view and appreciate that results will not appear overnight, but we strive to increase the representation of females across the board.”

Mina Raeburn

HR Director, Claranet UK



If you have any questions about Claranet's Gender Pay Gap, don't hesitate to contact our HR team:

Email: hr@uk.clara.net

Tel: **0207 685 8000**

