



# Annual Gender Pay Gap Report 2024

in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

# Contents

## Page

3	Introduction
4	Gender Splits per Quartile
5	Hourly Pay Quartiles and Bonus Splits by Gender
6	Mean and Median Gender Pay Gap
7	Mean and Median Bonus Pay Gap
8	Review of the year
9	Actions to close the gap
10	Executive Statement

# Introduction

This report looks at the difference in the average earnings of men and women in our company.

The report represents all employees who were employed by Comex 2000 (UK) Limited on the snapshot date of 5th April 2024.

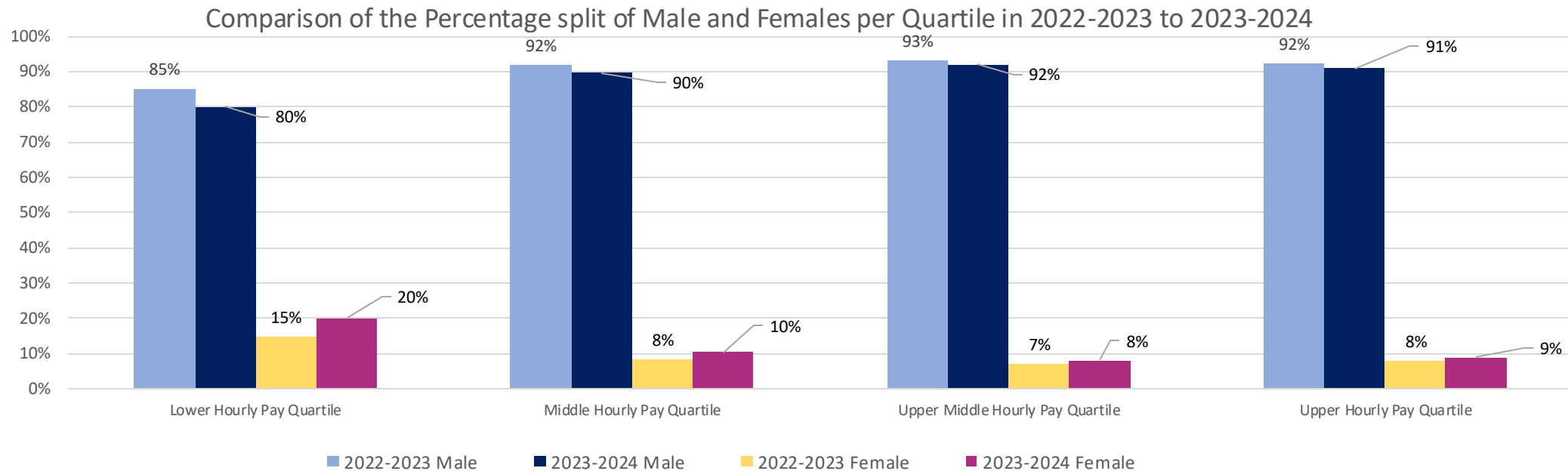
We use percentages to illustrate the gap between men and women's pay, with a focus on hourly rates and bonus payments. A positive percentage indicates that men are paid more than women. A negative percentage indicates that women are paid more than men.

The hourly pay rates for men and women are further split into quartiles, the range being from 1-4. Quartile 1 represents the lower paid quartile and Quartile 4 the upper paid quartile. The full quartile definitions are expanded in page 5.

The data for 2024 shows a headcount of 1173 on the snapshot date, split as 90% (1056) men and 10% (117) women. 912 of these were \*full-pay relevant employees, giving a final split of 89% men and 11% women.

*(\*full pay relevant employees are those who receive their full basic salary in the pay period)*

# Gender Pay Quartile Splits Comparisons



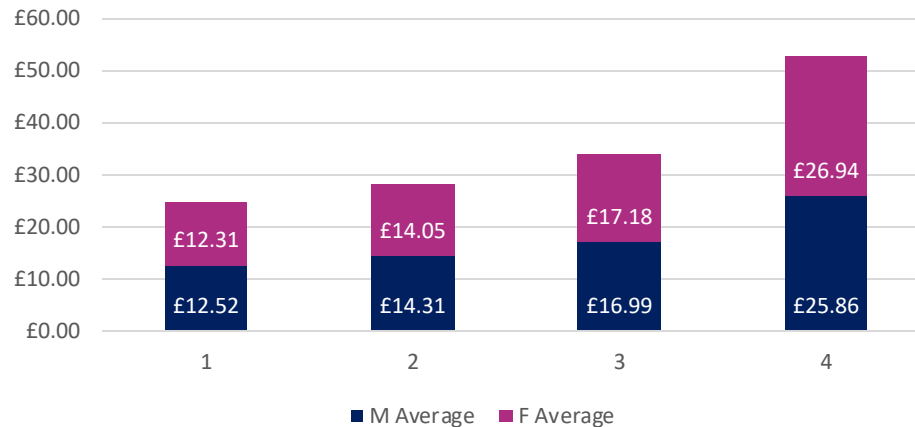
The chart above illustrates the split of male and females per quartile over the last two reporting periods. The percentages are based on the number of employees who received full pay during the reporting period.

There were 912 full-pay relevant employees on the snapshot date, up from 886 in the previous reporting period. For the first time since reporting, the data illustrates an increase of female representation in all four quartiles, with a 5% positive uplift in the lower quartile, 2% in the middle quartile and 1% in both the upper middle and upper quartiles. This increase correlates with the reduction of males in the same quartiles following restructures across workstreams. This rebalance has helped to tighten the hourly pay gap that exists between men and women. This point is expanded on in the next page.

There was a slight increase in the percentage of females in the upper middle quartile following the introduction of more managerial roles in our central services departments. Primarily roles in these functions attract professionally qualified females, i.e. SSHEQ Manager and a Payroll and Finance Manager, both were appointed at market rates at the time of hire. Additionally, the drive to develop females into first line manager roles positively contributed to the increase. One clear example was the introduction of a Training Manager role which enabled an internal female applicant the opportunity for development and pay progression.

# Mean Pay Quartiles and Bonus splits by Gender

\*Mean Gender Pay Gap by Quartile



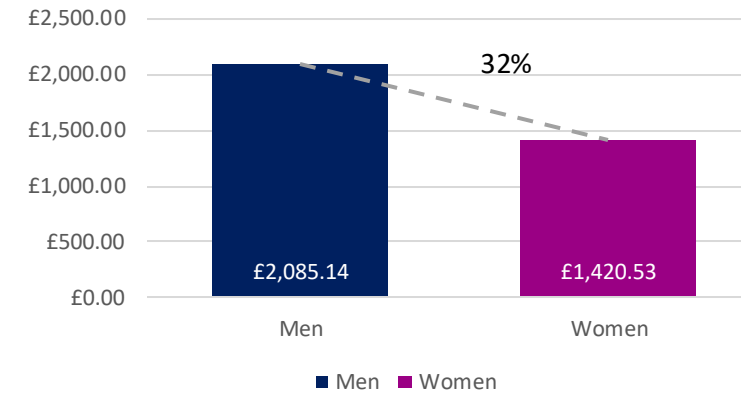
The percentage gap difference in the average hourly rates between male and females remained the same for both the Lower and Lower Middle quartiles (2% and 1% difference respectively in favour of men).

Equally, the percentage gap differences in the Upper Middle and Upper quartiles also slightly decreased albeit still in favour of females to -1% (-2% in 2022-23) and -4% (-6% in 2022-23), respectively. The reduction can be explained by the following two main factors:

- (i) an increase in the salary levels for female based technical roles which for this reporting year is £12.62ph compared to £12.01 in 2022-23 reporting period and;
- (ii) the introduction of additional professionally qualified roles in our central services departments, which were largely filled by females.

\*Mean Gender Pay Gap by Quartile chart - shows the hourly pay terms split into the respective quartiles (where 1 represents lower quartile, 2 represents lower middle quartile, 3 represents upper middle quartile and 4 represents upper quartile). The pay terms remain generally evenly split across the quartiles.

Mean Bonus Gender Pay Gap



The percentage gap between both male and females who received a bonus increased slightly by a further 3% from the previous reporting period to 32%.

The increase in male average payments was linked to the introduction of new bonus schemes following a Tupe transfer in October 2023, in which most roles that received bonus payments were carried out by males.

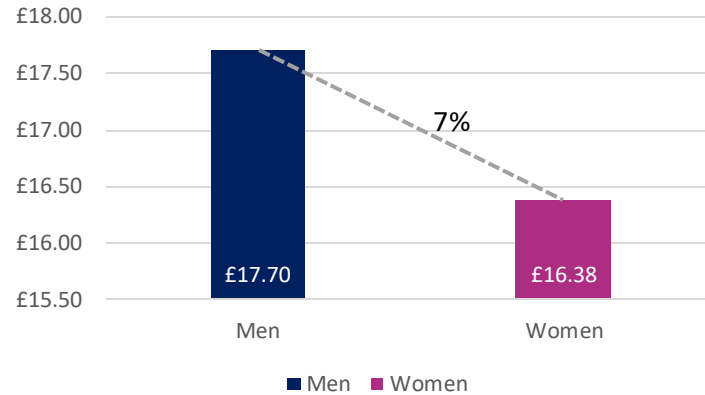
The reduction in the average payments for females came about from:

- a significant reduction in the bonus amounts paid out and
- a reduction in the number of female roles which received a bonus payment

The biggest reduction was seen in coordinator roles, which are predominantly filled by females, where there was a 50% increase in individuals who did not receive a bonus payment.

# Mean and Median Gender Pay Gap

Mean Gender Pay Gap



Median Gender Pay Gap



## Mean Gender Pay Gap

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in the company. This is different from ‘equal pay’, i.e. the pay men and women receive who carry out the same or similar jobs.

Our mean gap for the snapshot date of 5 April 2024 was 7%. The gap in average pay terms has increased in favour of men by 2% from the previous reporting period, which was only 5%.

On average, males and females earn an hourly rate of £17.70 and £16.38, respectively. In real terms the hourly average pay gap between men and women has increased to £1.32.

The overall average pay rates for men increased from £17.38 in 2022-23 reporting period, a rise of just over 1.8%, in contrast the female average hourly pay decreased by £0.19, a decrease of slightly over 1.15%.

## Median Gender Pay Gap

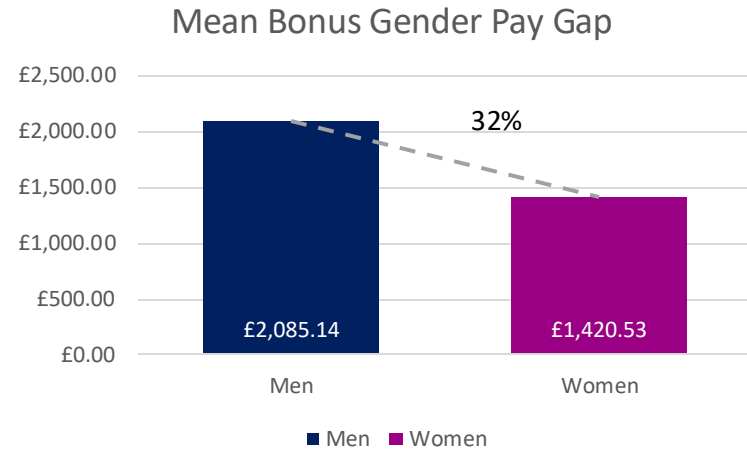
The UK National median pay gap for April 2024 was 13.1% in favour of men. Our median for the snapshot date of 5 April 2024 mirrors the national median. Although this is an increase of 2% from 2022-23 reporting period.

The difference in the mean and median pay terms has increased due to several factors:

- (i) Our female population remains at 10% of the workforce;
- (ii) During this reporting period females predominantly sit in roles within the lower two quartiles, pay terms are generally lower than the average hourly rate.
- (iii) 11% of the female workforce were not classed as full pay relevant employees due to absences, which is an increase by 3% from last year.
- (iv) More men hold field-based roles where bonus payments are made. This would have fed into the hourly rate calculation.

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of average hourly earnings (excluding overtime) of men’s earnings. The median value is the mid-point of a range of values in order. If there is an even number in the range, then the median is the mean of the two middle numbers.

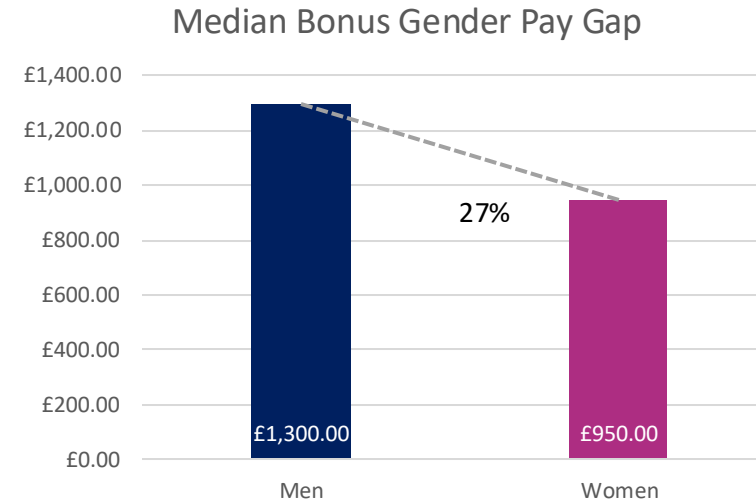
# Mean and Median Bonus Gender Pay Gap



The average bonus payment amounts for females, as illustrated in the chart above, was considerably lower than their male counterparts.

The mean bonus percentage gap has increased by 3% from last year’s report where it sat at 29%. The percentage of females receiving a bonus payment was slightly higher (64%) compared to men (63%) in the reporting period. The percentage of both men and women who received a bonus payment decreased from the previous reporting period, with the greatest reduction being for females, this declined by 15%.

One of the core reasons for the bonus payment differentials was the increase in the number of males that occupied roles where regular bonus payments were made. Two of our consumer facing departments had a significant increase in headcount, i.e. FTTH / FTTP Installers in London and Cable Operatives in Midlands. These roles were predominantly filled by men and almost 50% of this population earned a 12-month bonus payment above £1,420.



Our mid-point gap sits at 27%, an increase of 18% from last year.

Although the percentage of males or females who receive a bonus payment is virtually the same, the main reason behind the significant increase in the mid-point payments is down to the bonus amounts that male counterparts receive relative to females.

This issue was also deepened following a Tupe transfer that took place in October 2023. Of the 176 employees that transferred, 96 held field-based roles, which were filled by men and all of which had either one or two separate bonus schemes in place.

Additionally, transferred employees in one department that was male dominated received an attendance bonus payment every 6 months.

## A review of the year



The overall number of females in the company has increased by 2%. The real terms number of females employed has increased from 94 last year to 117 this year. The increase has resulted in more females being employed across each quartile with a slight uplift in the upper quartile. We need to broaden efforts to drive female representation in both field-based technical roles as well as managerial positions.



The number of females in technical roles only increased by one additional female, bringing the total to 9 at the end of the reporting period. 10 females were promoted to higher paying roles, one of which was a technical field-based role.



The mean gender pay gap increased during the year with a 7% gap in average pay differentials in favour of men. As the business growth predominantly relies on field-based roles, which are still predominantly filled by men, this gap will continue. However, the pay differentials in favour of females remains positive in our upper quartile and we will aim to sustain this trend.



Despite both equal numbers of males and females receiving a bonus payment, there has been a significant swing in both the mean and median rates in favour of men. Bonus schemes and payment terms will need to be reviewed.



We continued to face challenges in localised market rates and competitor pay terms. Although pay terms have been uplifted, the introduction of bonus schemes is leading to an increase in our gender pay gap terms. These remuneration terms will need to be reviewed to ensure that the gap can be reduced in the next reporting period.



## Actions taken to close the gap and next steps

- Following a growth in our footprint, with new operations in Scotland, and an upturn in operational work commitments, our central service teams equally needed to grow. Additional roles in SSHEQ, Fleet, HR and Finance were opened, and our recruitment efforts were positively focused to drive women into the workplace.
- We continue to work with local councils and job centres across our workstreams and have grown our partnership with the Armed Forces. Our messaging with partners emphasises our efforts to recruit women into technical and first line management roles.
- We continue to promote internal progression and opportunities for our female workforce via recruitment discussions which showcase roles held by our field-based and management females.
- We have been working with females returning from maternity leave and looking at flexible working options to support their integration back into the business. We have seen a 100% success rate on returns to the workplace.

# Executive Statement

*It is both encouraging and positive to see an increase in the number of females that hold roles in our average upper hourly pay quartiles. This is a positive trend and demonstrates our continued efforts to attract, support and progress our female workforce across the company.*

*Whilst we continue to maintain an even split of males and females across our average hourly pay quartiles, we recognise that a clear disparity has grown between male and female average bonus payments. We will look to undertake a review of our bonus schemes to identify actions to reduce this gap moving forward.*

*As part of our continued drive to build a greater level of attraction for females into operational and technical roles, our recruitment strategy will expand our networks and partner groups to develop more robust and impactful plans. This will include connecting with our Clients to understand best practices and initiatives that we can introduce, as well as connecting with female network groups on social media platforms.*

*Our Board continuously reinforce the value of a diverse workforce and continue to drive and embed equality for all.*

**Mark Philby, Managing Director**

*This report and statement was approved by Mark Philby.*