

Gender Pay Gap Report

Hyperoptic Ltd

2024

Message from our Chief People Officer, Naleena Gururani

At Hyperoptic, we are committed to building a more inclusive and diverse work environment, one which reflects the diverse communities in which we operate and where our people can realise their full potential.

Our 2024 gender pay gap (GPG) report shows our statutory gender pay gap and bonus gap figures as well as providing insight into how we are addressing our gender balance. The Gender Pay Gap report is an important part of our commitment to Equality, Diversity and Inclusion.

Our aim is to achieve a better gender balance across all grades, which will result in the gender pay gap closing. We want to ensure that we attract applicants from all backgrounds and create opportunities for all our employees to develop and progress, so we have the talent needed to reflect the communities we serve.

I can confirm that the information contained in this report is accurate.

Naleena Gururani

Chief People Officer



About Hyperoptic - Broadband beyond the expected

Since 2011, we've been setting the new standard in connectivity. Broadband had stopped short of peoples' homes and expectations. So, we stepped up and took to the streets, taking our full fibre all the way.

Working tirelessly to take the con out of connectivity. We give people hyperfast speeds, not sneaky price hikes. Rock solid reliability delivered by our rock star engineers.

A network built for the future

Our purpose-built full fibre network satisfies the needs of today and will meet the demands of generations for years to come.

Powered by industry-leading innovation, and backed by investors who share our vision, we're proud to not only be pioneers, but future-builders.

With advanced fibre optic technology and gigabit speeds 18x faster than the national average, our network continues to transform broadband infrastructure in the UK.

Understanding the Gap

Equal Pay vs Gender Pay

Whilst both gender pay and equal pay look at the pay received by men and women, they are different.

Gender pay

Looks at the difference between women's and men's average pay across the business regardless of seniority or the role.

Equal Pay

Looks at the pay that men and women receive whilst performing the same role

At Hyperoptic everyone is compensated based on their role and for going beyond the expected. Hyperoptic is an equal pay employer – men and women performing equal work receive equal pay.

All of the information in this report is based on data from the required "snapshot" date of April 2024.

What are the Key Measures of the Gender Pay Gap (GPG)?

Mean

This shows the difference between the average. This is used to show the hourly pay of men and women for gender pay and the bonus paid to men and women.

Median

This shows the difference between the midpoints of a range. This is used to show the hourly pay of men and women for gender pay and the bonus paid to men and women.

Quartiles

We have broken down our employee population in order of fixed pay from lowest to highest, and then divide this into four equal sub-populations (upper quartile, upper middle quartile, lower middle quartile and lower quartile). This shows how the distribution of men and women varies according to each quartile.



Hyper Initiatives

Great Place to Work

We're proud to be Great Place to Work-Certified™, having been recognised through employee feedback via the research-driven Trust Index© survey, and is ranked 54 among the UK's Best Workplaces™ 2023.

Hyperoptic is also ranked among the UK's Best Workplaces™ for Wellbeing (2023) by Great Place to Work®, the global authority on workplace culture. Hyperoptic was ranked 29 among the super-large organisations on the list.

Employee Voice

Through our employee voice group, we have a diverse group of champions across the business. We believe that it is important to have a voice and to get feedback from all our divisions.

Diversity & Inclusion

We hold sessions to encourage diversity and inclusion as one of our key cultural pillars. To support this, we hold panels on International Women's Day to bring together external and internal women leaders together to inspire our colleagues.

STEM Learning

Our CEO, Dana Tobak, along with fellow STEM ambassadors spoke at a panel discussion. We will continue to support initiatives to engage with the next generation and highlight future roles they can go into.



Hyperoptic 2024 Pay Gap

Our statistics show that we have a negative Gender Pay Gap meaning that the average pay for women is higher than the average pay for men. The negative pay gap does not mean that female employees are paid more than their male colleagues for doing the same job. We are aware that our negative Gender Pay Gap is impacted by the low numbers of female employees in engineering roles and that the engineering population makes up the largest demographic of our organisation.

Further, the 11.09% of female employees in our workforce are mainly employed in professional and managerial roles that are paid at higher pay rates than average within our business. It is these factors that have led to our negative Gender Pay Gap as can be seen in the quartile distribution.

Our focus to balance the gender pay gap is to increase the diversity of our hires. Since 2021, we have seen an increase in our female workforce of 3%. We are focusing on initiatives to continue to grow this.

Workforce:



88.91%

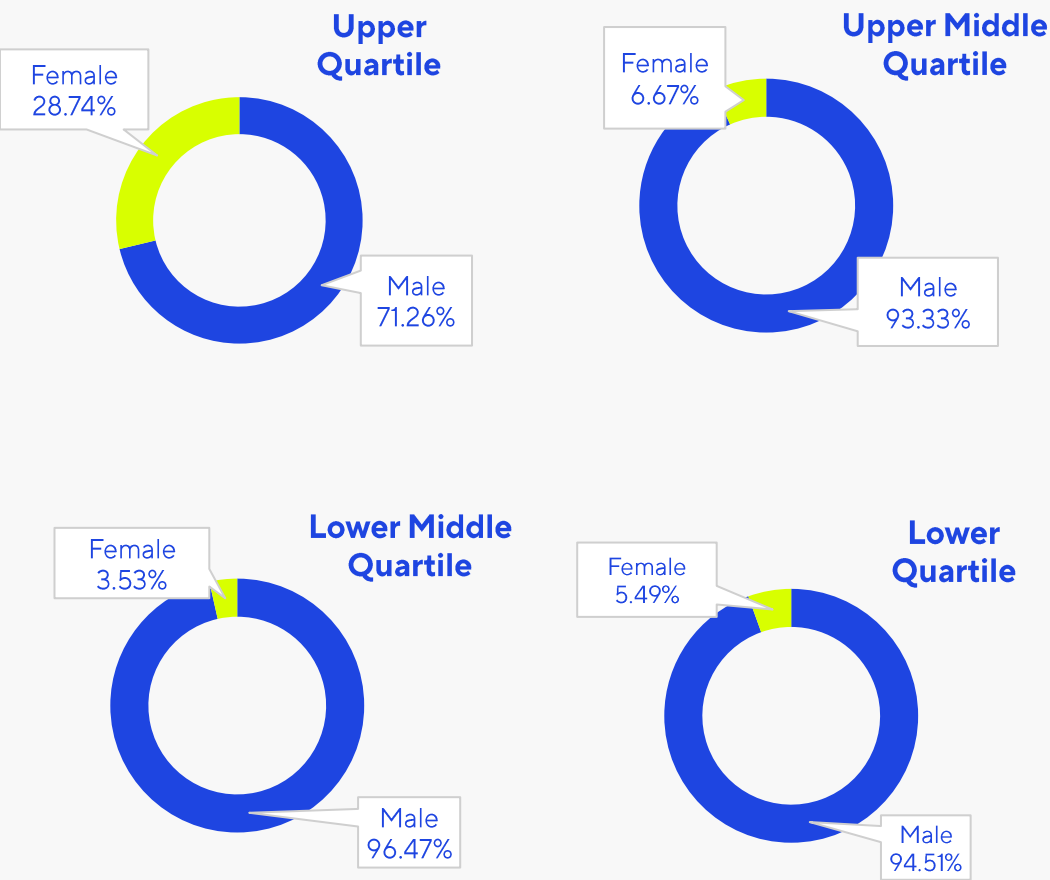


11.09%



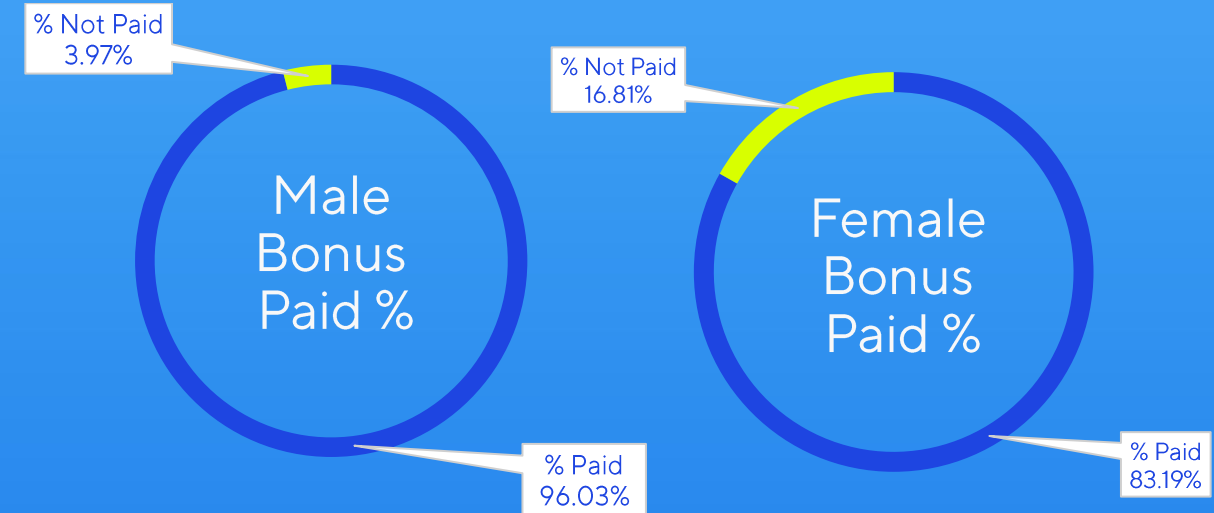
Pay Gap 2024

Gender pay split by hourly pay quartiles



Bonus Gap 2024

Proportion of employees who received a bonus



Hyperoptic’s bonus scheme applies at all levels, the disparity in percentage of male and females receiving is driven by length of service for these two groups.

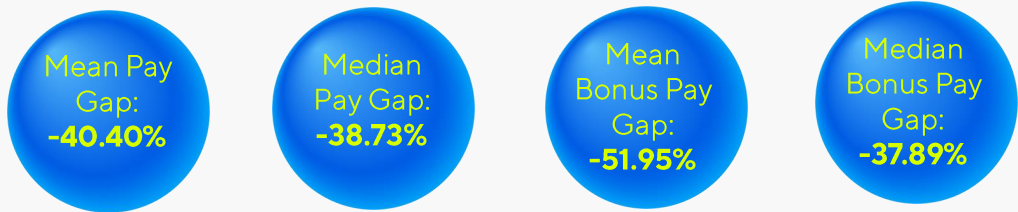
Our negative bonus pay gap relates to our bonus policy where bonuses are calculated as a direct correlation to an employee’s base pay. Therefore, the negative bonus pay gap is a direct outcome of our negative Gender Pay Gap.

Hyperoptic Results History

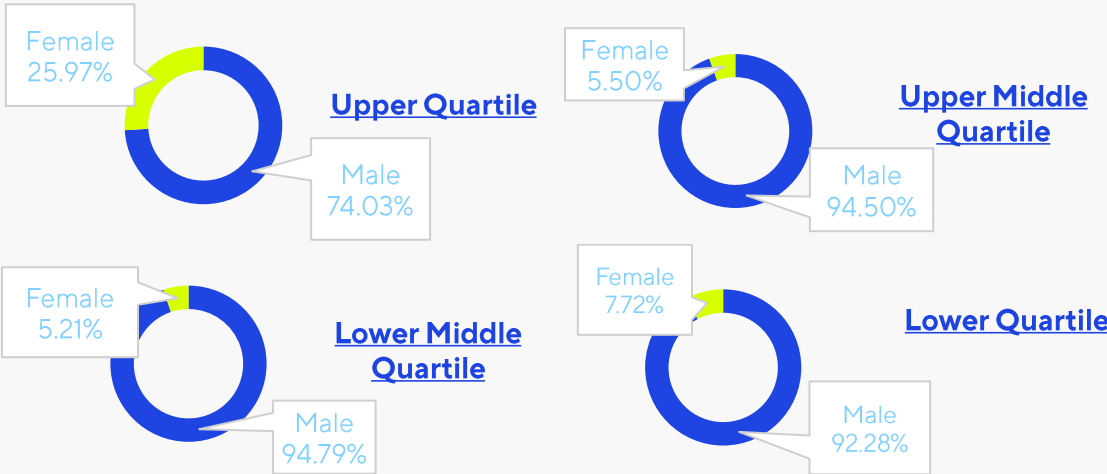
2023

Our Workforce Proportion of employees who received a bonus

Male: 88.91%
Female: 11.09%



Gender pay split by hourly pay quartiles

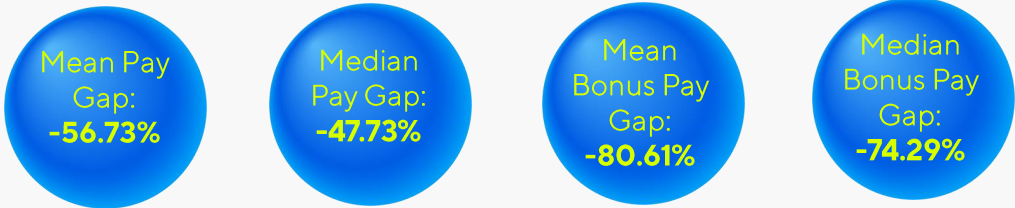


Hyperoptic Results History

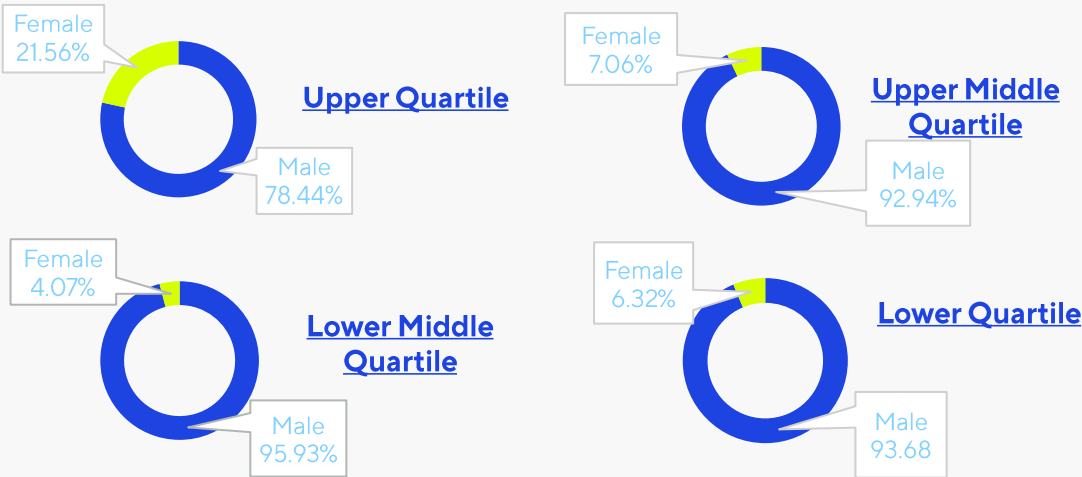
2022

Our Workforce Proportion of employees who received a bonus

Male: 90.25%
Female: 9.75%



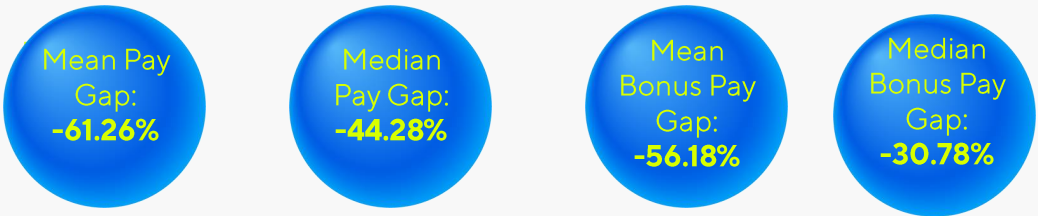
Gender pay split by hourly pay quartiles



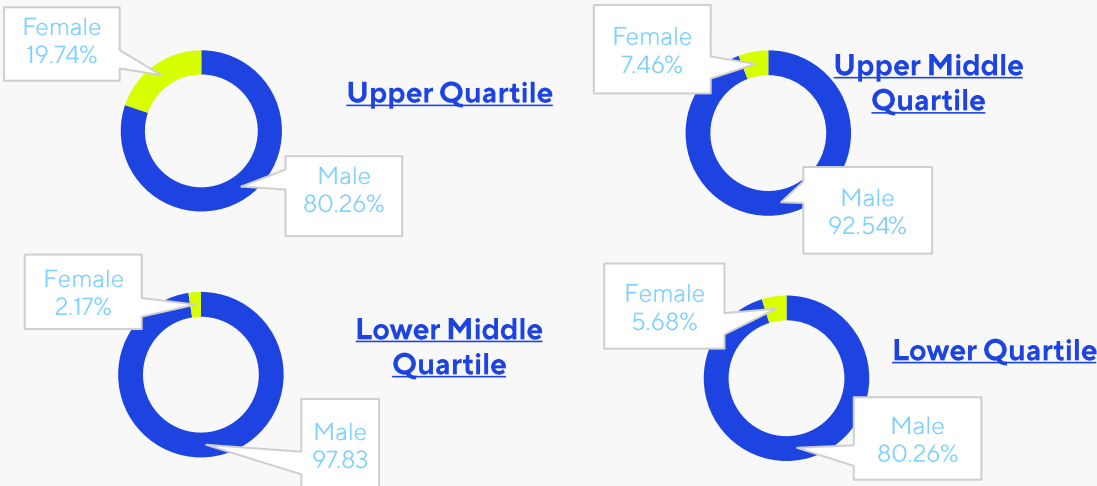
2021

Our Workforce Proportion of employees who received a bonus

Male: 92%
Female: 8%



Gender pay split by hourly pay quartiles



Closing the Gap

We will continue to monitor our gender pay gap in line with government legislation and review it on an annual basis to ensure that progress is maintained. We believe our long-term strategy to inspire, attract and nurture a balanced and diverse workforce will help ensure we continue to achieve balance in our pay arrangements. The below initiatives aim to specifically enable us to achieve this.

Recruitment of diverse talent

- We use an ATS, carry out unconscious bias training and use gender neutral language for our job advertisements to address any inadvertent bias.
- We ensure our careers website includes success stories from a diverse range of employees across the business.

Developing and promoting diverse talent

- Whilst recruiting, we will attract and retain more women in engineering/technical roles.
- We are continuing to provide development opportunities to support the progression of women in our business.
- We have an apprentice program to focus on women in leadership.

Focusing on emerging talent

- We continue to introduce apprenticeships across the business with a focus on attracting females in those roles within which they are under-represented.
- Focusing on sources of emerging talent e.g. graduate schemes, Kings Trust partnership etc.
- We have joined the Ofcom Women in Tech Charter Commitment.

Reviewing our policies

- Ensuring that equality and diversity are central to how we operate. For example, we have an ED&I focus group and annually review our ESG commitments.
- Ensuring our suppliers and processes encourage diversity. For example, our uniform supplier and our family policies.

Continue to drive a culture which is inclusive and enables our diverse workforce to thrive.

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