



Gender Pay Gap Report - Ireland

December 2022



Summary

Circet is Europe's largest telecommunications provider, with over 15,000 employees worldwide, including more than 2,500 in Ireland. Our Ireland/UK headquarters are based in Dublin, where most of our senior management team for Ireland is located.

For the first time in 2022, companies with over 250 employees in Ireland were required to report on their gender pay gap. The purpose of this report is to determine the difference in hourly pay between men and women in our organisation.

It's important to note that while the gender pay gap reflects the average pay difference between all men and women, it doesn't account for differences in pay between men and women who perform the same or similar job roles (i.e., equal pay).

The gender pay gap is influenced by the composition of the workforce and the number of men and women in different job roles and levels of seniority. However, it should be noted that the basic hourly rate of pay for colleagues who perform the same role is not influenced by gender.



Gender Gap Report Findings - Circet Networks Ireland



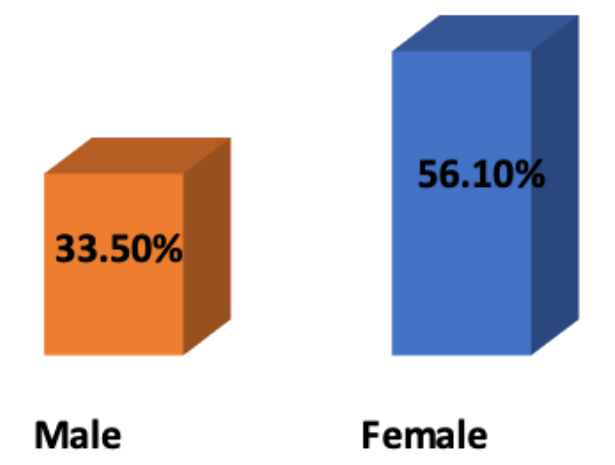
Representation per quartile				
Gender	Upper	Upper Middle	Lower Middle	Lower
Male	84%	93%	92%	67%
Female	16%	7%	8%	33%

Mean Gender Pay Gap %	Median Gender Pay Gap %
3.40%	15.40%
Mean Bonus Gender Pay Gap %	Median Bonus Gender Pay Gap %
14%	19.30%

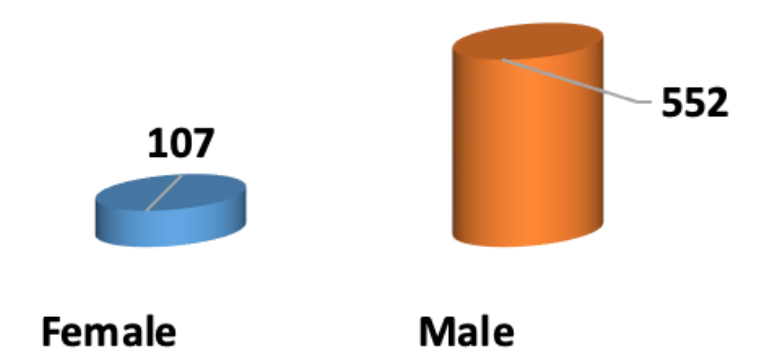
On average, men and women have comparable earning potential, with a slight difference of 3.4% in favor of men.

The number of females who received a bonus was 56.1% compared to 33.5% of males. This is predominantly due to the nature of the roles that female employees are engaged in versus those of their male colleagues.

% Males and Females Receiving Bonus



Employee Profile



Gender Gap Report Findings - Circet Installations Division

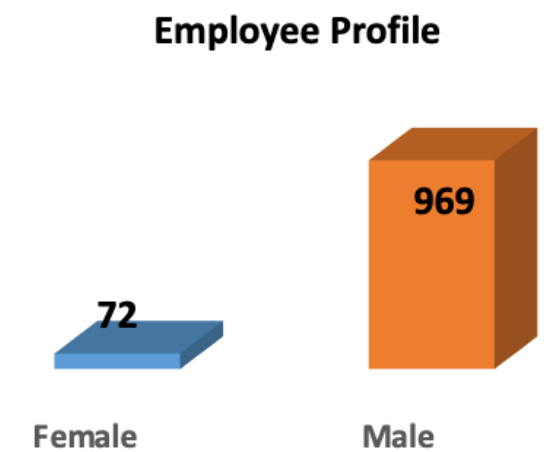


Representation per quartile				
Gender	Upper	Upper Middle	Lower Middle	Lower
Male	84%	93%	92%	67%
Female	16%	7%	8%	33%

Mean Gender Pay Gap %	Median Gender Pay Gap %
33.10%	41.10%
Mean Bonus Gender Pay Gap %	Median Bonus Gender Pay Gap %
5.1%	3%

Our Installations Division is predominantly male-dominated (93% male), which is the main driver behind the gender pay gap.

It's important to note that male and female employees performing the same role are paid the same level of pay.



At Circet, diversity and inclusion are important to us and something we are passionate about. However, we do recognise that the nature of the work that we do is predominately male orientated, for example building major infrastructure is traditionally a male dominated role, which is reflected in the gender pay gap report.

We are proud of the initiatives that are in place to support gender diversity such as:

- Our enhanced maternity package.
- Keeping in touch days during maternity leave.
- Flexible working policy.
- Hybrid working.
- Networking events for women in our business to connect.

We are committed to continually monitoring and reviewing our progress to ensure we are on track to create a more diverse workplace. We are taking concrete steps towards achieving it, we hope to create a work environment that is inclusive and supportive for all employees.



SPECIFIC INITIATIVES TO ACHIEVE ONGOING REDUCTION IN THE OVERALL PAY GAP

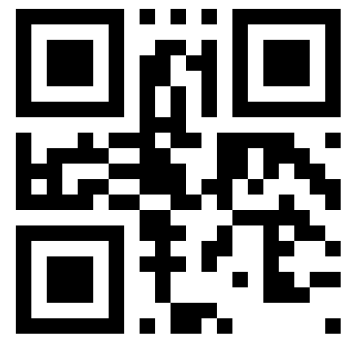
- 1 Educate employees on diversity and inclusion.**
- 2 Continue to monitor the recruitment and selection process to ensure that there is no bias.**
- 3 Continue to build our Women in Circet network.**
- 4 Implement women at Circet Employee Resource Group (ERG).**
- 5 Create development opportunities in areas of under representation.**



Contact Us

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Ireland & UK



Gender Pay Gap Report - UK

December 2022



Summary

Circet is a major global player in the Telecommunications Industry with over 15,000 employees worldwide, including more than 849 FTE employees in the UK.

It's important to note that while the gender pay gap reflects the average pay difference between all men and women, it doesn't account for differences in pay between men and women who perform the same or similar job roles (i.e., equal pay).

The gender pay gap is influenced by the composition of the workforce and the number of men and women in different job roles and levels of seniority. However, it should be noted that the basic hourly rate of pay for colleagues who perform the same role is not influenced by gender.



Our Gender Pay Analysis



Percentage of Men and Women in Each Hourly Pay Quarter

	Female	Male
Upper Hourly Pay Qtr	12.74%	87.26%
Upper Middle Hourly Pay Quarter	5.19%	94.81%
Lower Middle Hourly Pay Quarter	12.74%	87.26%
Lower Hourly Pay Quarter	38.03%	61.97%

Calculate the mean (average) of Hourly Pay

	Female	Male	Pay Gap
Upper Hourly Pay Qtr	25.95	29.02	10.60%
Upper Middle Hourly Pay Quarter	18.18	18.14	-0.20%
Lower Middle Hourly Pay Quarter	14.32	14.62	2.09%
Lower Hourly Pay Quarter	11.15	11.37	1.89%

Calculate the median of Hourly Pay

	Female	Male	Pay Gap
Upper Hourly Pay Qtr	22.88	24.71	7.38%
Upper Middle Hourly Pay Quarter	18.04	18.04	0.00%
Lower Middle Hourly Pay Quarter	14.43	14.43	0.00%
Lower Hourly Pay Quarter	11.27	11.30	0.28%

Our mean Gender pay gap has decreased from 27.4% in 2021 to 20.23% in 2022.

The Median Gender pay gap has decreased from 30.56% in 2021 to 25.97% in 2022.

When compared to our previous year's analysis, we have seen an increase in the representation of Female employees in the upper pay quartile from 10.30% in 2021 to 12.74% in 2022 which has contributed to influencing the gender pay gap.

The percentage of Females to Males that received a bonus in 2022/23 is in contrast favourable towards Females with 22% of women receiving a bonus in comparison to 14% of Men.

Calculate the percentage of Men and Women who received a bonus

Female	Male
21.23%	14.37%

Calculate the mean (average) gender pay gap using bonus pay:

Female	Male	Pay Gap
1,785.40	2,101.98	15.06%

Calculate the median gender pay gap using bonus pay:

Female	Male	Pay Gap
1,350.00	500.00	-170.00%

SPECIFIC INITIATIVES TO ACHIEVE ONGOING REDUCTION IN THE OVERALL PAY GAP

- 1 Educate employees on diversity and inclusion.**
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