



Gender Pay Report 2025



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Company Overview

01. Company Overview



Vision

Circet combines global vision with local action, using technology to drive growth and efficiency. Committed to its communities, Circet values all stakeholders and ensures every action creates value while staying true to its principles.



Mission

Circet is the trusted partner of leading telecom and energy players worldwide, delivering tailored, end-to-end network infrastructure services – with uncompromising requirements for customer satisfaction, quality, safety, competitiveness, and sustainability at every stage.

02. Who we are

Circet Ireland & UK specialises in a wide array of services, encompassing fixed telecoms, wireless solutions, transport infrastructure, power services, and multimedia installations. Their expertise spans these diverse domains, offering tailored solutions for various telecommunications and infrastructure requirements.

With a focus on innovation and reliability, Circet ensures our partners have access to cutting-edge technology and comprehensive services in the fields of fixed telecoms, wireless communication, transport, power, and multimedia installations.



In Ireland Circet has over 2,200 employees with Company headquarters located in Clondalkin, Dublin 22.

Company Overview

03. Company Core values



Customers

Customer satisfaction is at the heart of everything we do. We are dedicated to delivering exceptional service, building long-term relationships, and ensuring the success of our clients.



Results

We don't just meet expectations—we exceed them. Circet consistently delivers outstanding results, backed by rigorous financial and non-financial benchmarks that reinforce the trust of our partners.



Evolution

Growth is part of who we are. We create opportunities for our people to develop, explore new roles, and build fulfilling careers, ensuring that our collective success never stands still.



Involvement

We take ownership, think like entrepreneurs, and lead with integrity. Our commitment extends beyond business—we actively uphold environmental, social, and governance (ESG) principles to address today's challenges responsibly.



Challenge

We embrace change and innovation. By taking smart risks, evolving with the market, and adapting to transformation, we remain at the forefront of our industry while ensuring sustainability in everything we do



Together

We are stronger as one. United in purpose, we prioritise collaboration, safety, environmental responsibility, and local development, ensuring a positive impact for all.

The Gender Pay Report

04. Gender Pay Report

Since 2022, Circet have been reporting on its Gender Pay Gap. The gender pay gap identifies the difference between the average pay of all men and women, irrespective of the role that they perform. It is measured on mean and median percentage. The mean data percentage is the difference between the average hourly earnings for men and women across all roles. The median data percentage is the difference in hourly earnings between the “middle woman” and “middle man”. The gender pay gap does not show the difference between men and women in the same role or equivalent work, which is referred to as equal pay.



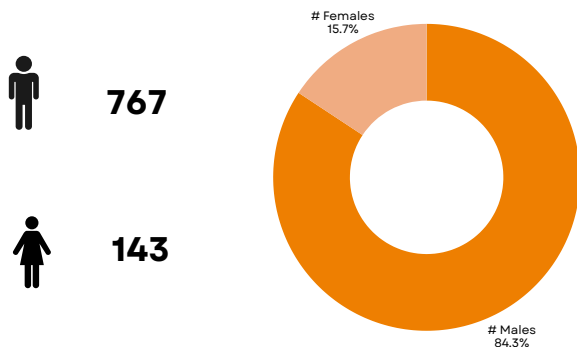
It is important to also acknowledge that whilst we are required to report on the gender pay gap between male and female colleagues, some of our colleagues identify as non-binary, trans and gender non-conforming.

The details contained in this Gender Pay Report are accurate and meet the requirements of The Employment Equality Act 1998 (Section 20A) Gender Pay Gap Regulations 2022.

Our Results 2025



Circet Networks Ireland Limited



The findings of the 2025 Gender Pay Report illustrate that there has been an increase in female representation in the upper quartiles with a 3% increase in the upper quartile, a 3% in the upper middle quartile.

The mean gender pay identifies that the average hourly pay for males is 5.8% higher than it is for females. The median gender pay gap is 8%, that is that the “middle man” earns 8% more than the “middle female”. This is an improvement of 18.2% when compared to the 2024 Gender Pay Report.

Mean and Median Hourly Gender Pay Gap %

Mean Gender Pay Gap % **5.8%**

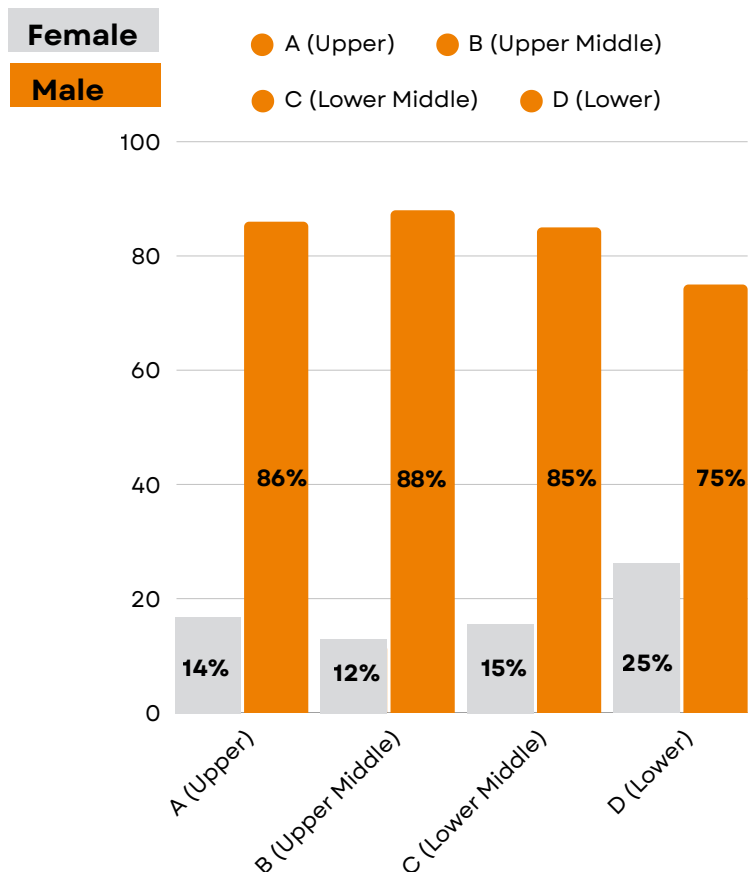
Median Gender Pay Gap % **8.0%**

Mean and Media Bonus Gender Pay Gap %

Mean Bonus Gender Pay Gap % **56.5%**

Median Bonus Gender Pay Gap % **38.8%**

% of Males Receiving BIK	% of Females Receiving BIK
6.1%	11.2%



Similar to last years findings, more females received a bonus in 2025 when compared to males. 64.3% of females received a bonus compared to 30.5% males.

% of Males & Females Receiving Bonus

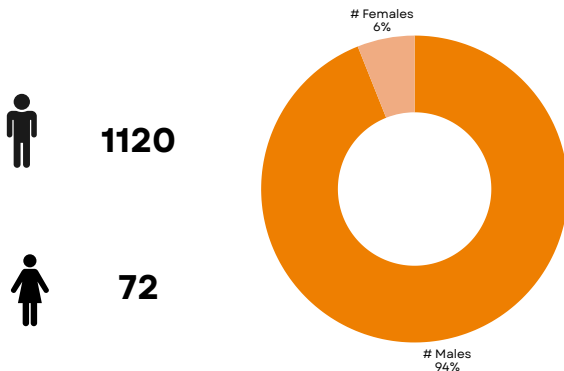
% of Males Receiving Bonus **30.5%**

% of Females Receiving Bonus **64.3%**

Our Results 2025



Circet Install Solutions



The findings of the Gender Pay Gap Report 2025 illustrate that there has been a decrease in the number of females in the upper quartiles. Within this workforce we currently have a higher proportion of males, which contributes to the Gender Pay Gap.

The mean gender pay gap identifies that the average hourly pay for males is 36.7% higher than for females. This figure remains the same as the 2024 report. It is important to highlight that Gender Pay Gap looks at the mean and median pay across the male and female work population and is not relevant to the roles that they perform. At Circet we pay equal pay for equal work.

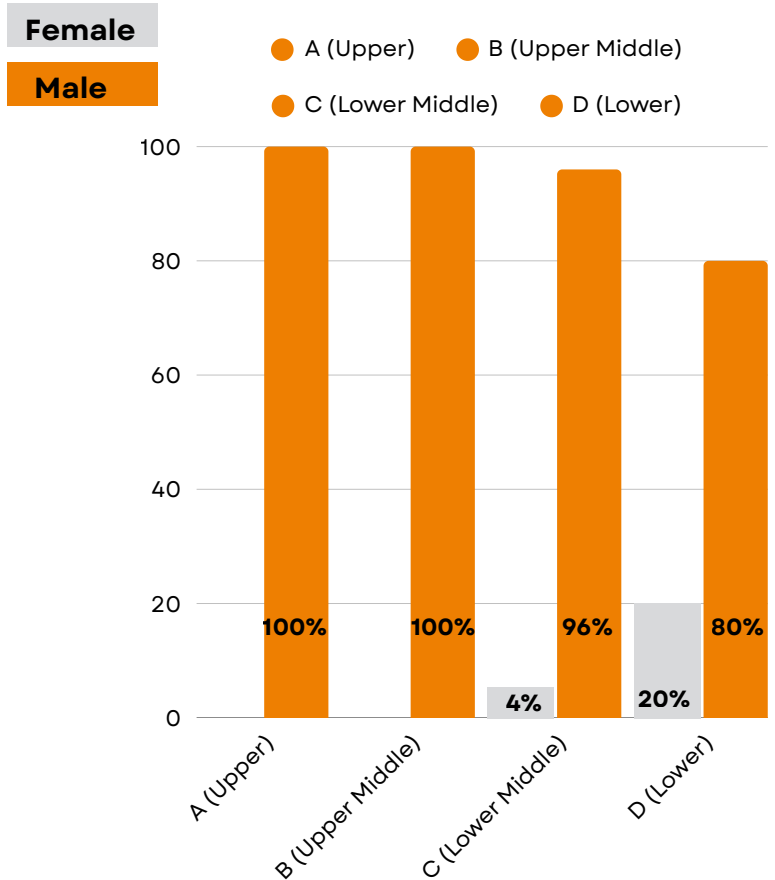
Mean and Median Hourly Gender Pay Gap %

Mean Gender Pay Gap %	36.7%
Median Gender Pay Gap %	37.3%

Mean and Media Bonus Gender Pay Gap %

Mean Bonus Gender Pay Gap %	10.3%
Median Bonus Gender Pay Gap %	-66.0%

% of Males Receiving BIK	% of Females Receiving BIK
8.7%	8.3%



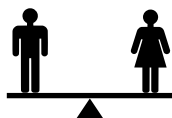
The median gender pay gap is 37.3% meaning that the “middle man” earns 37.3% more than the “middle female”. This figure remains the same as the 2024 report.

% of Males & Females Receiving Bonus

% of Males Receiving Bonus	20.3%
% of Females Receiving Bonus	12.5%

In 2025 more males received a bonus when compared to females. This gap continues to be guided by the larger proportion of males in managerial and field based roles which typically have a higher bonus opportunity.

Our Results



What are we doing to lessen the Gap

- 1. Promote Equal Opportunities for Promotion and Recruitment:** As an employer committed to equal opportunity, we continuously review our recruitment and selection procedures to eliminate bias and foster a culture of inclusivity. We are dedicated to advertising all available promotion opportunities and ensuring that everyone has an equal chance to apply.
- 2. Continue to build our Women in Circet network:** We have successfully implemented a Women in Circet Resource team to address the challenge of attracting and retaining women into our business to encourage more female leaders in the business and to lessen the gender pay gap with the aim of promoting more women into senior management roles.
- 3. Continue to Support Flexible Working Arrangements:** Hybrid working is currently ongoing across the group, with flexible options to combine office and home working.
- 4. Learning and Development:** Circet is dedicated to offering continuous learning and development opportunities to enable all employees to reach their full potential. Additionally, we actively promote awareness of diversity and inclusion through the implementation of policies and the organisation of workshops.
- 5. Enhanced benefits/maternity package:** We will continue with our Company-wide communication strategy using the communication and marketing team to ensure all employees are aware of the benefits that Circet Ireland & UK offer, in particular our enhanced maternity leave payment

Our Results 2025 - APRIL 2026



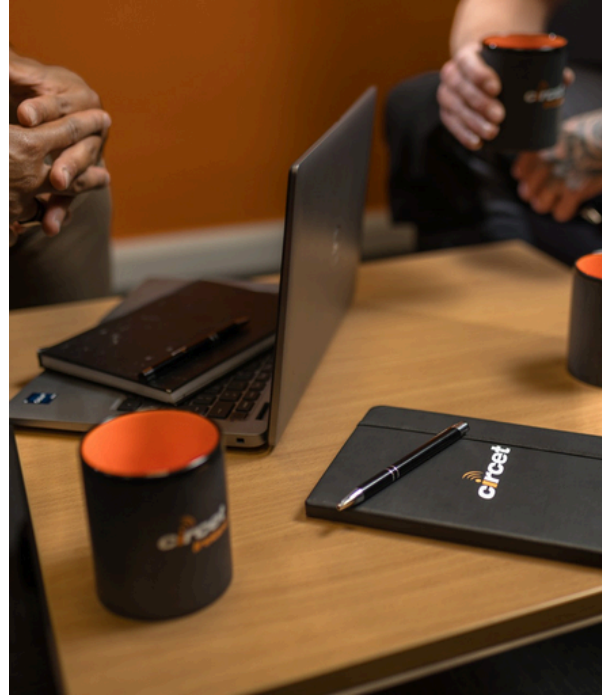
Circet Networks UK Limited

The mean gender pay gap identifies that the average hourly pay for males is 2.84% higher than for females.

Mean and Median Hourly Gender Pay Gap %

Mean Gender Pay Gap % **2.84%**

Median Gender Pay Gap % **10.92%**



The median gender pay gap is 10.92% which means the “middle male” earns 10.92% more than the “middle female”.

% of Males & Females Receiving Bonus

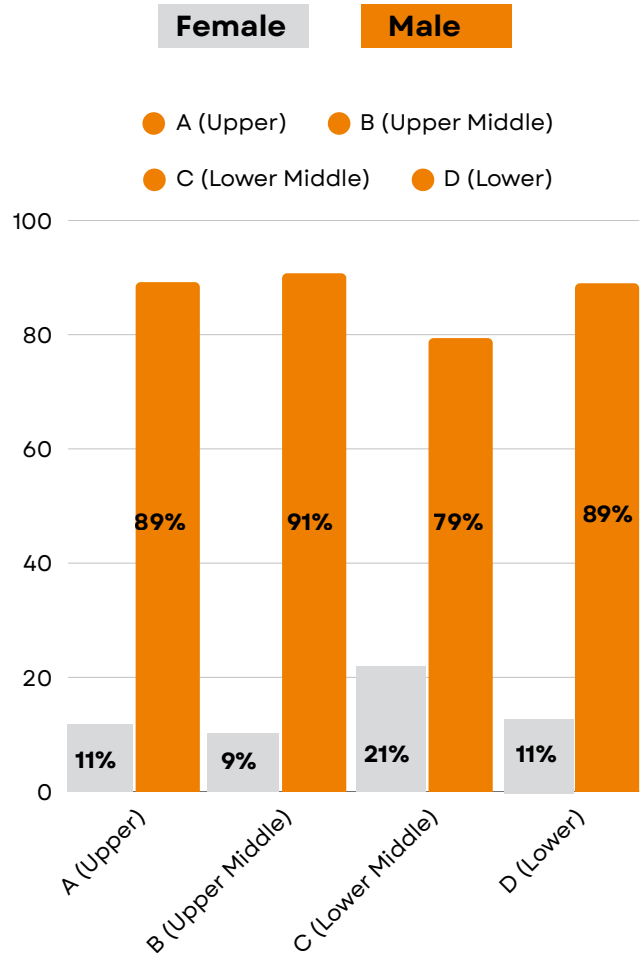
% of Males Receiving Bonus **47.97%**

% of Females Receiving Bonus **80.00%**

Mean and Media Bonus Gap %

Mean Bonus Gap % **-9.81%**

Median Bonus Gender Pay Gap % **-28.42%**



Our Results 2025 - APRIL 2026



Circet Home Limited

The mean gender pay gap identifies that the average hourly pay for females is 2.44% higher than for males.

Mean and Median Hourly Gender Pay Gap %

Mean Gender Pay Gap %	-2.44%
Median Gender Pay Gap %	0.39%



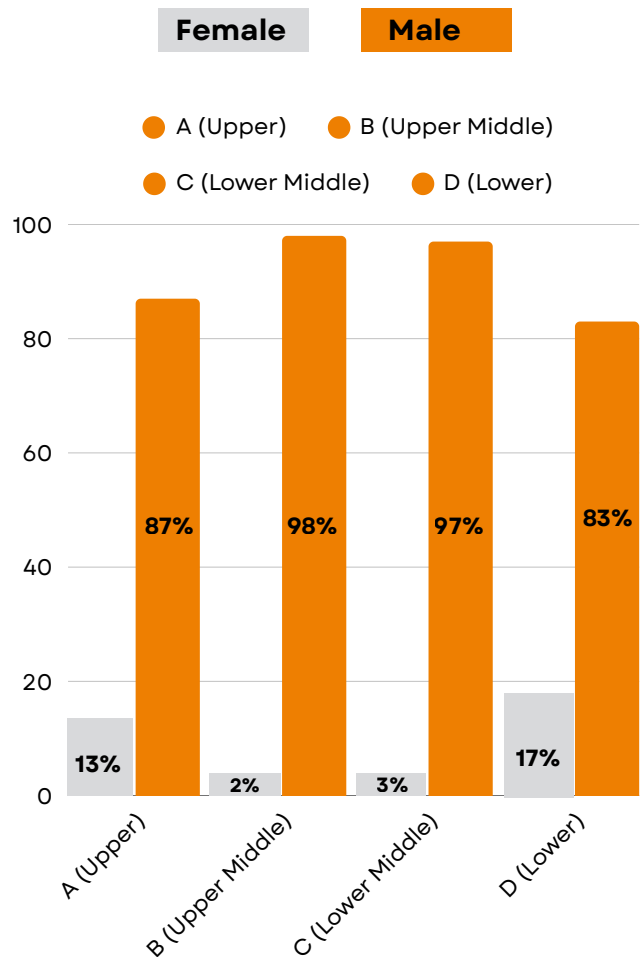
The median gender pay gap is 0.39% which means the “middle male” earns 0.39% more than the “middle female”.

% of Males & Females Receiving Bonus

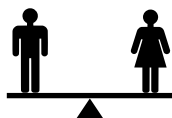
% of Males Receiving Bonus	65.61%
% of Females Receiving Bonus	71.11%

Mean and Media Bonus Gap %

Mean Bonus Gap %	27.01%
Median Bonus Gender Pay Gap %	23.18%



Our Results



What are we doing to lessen the Gap

1. **Fair and transparent recruitment process** – As an equal opportunities' employer, we continue to monitor the recruitment and selection process to ensure that there is no bias and furthermore that we promote a culture of equality. We strive to ensure that all promotion opportunities available are advertised and that all persons have the same equal opportunity to apply.
2. **Build our Women in Circet network** – We will work with the Women in Circet network to continue to support us in addressing the challenges of attracting and retaining women into our business. We will implement a talent management process to support us in identifying female leaders of the future and continue to monitor the numbers recruited in senior management roles.
3. **Learning and Development** – Circet are committed to providing ongoing learning and developmental opportunities so that all employees can develop to their full potential.
4. **Education on diversity and inclusion** - We also continue to educate employees on diversity and inclusion through the roll out of policy and workshops.
5. **Employee benefits** - We will continue with our Company-wide communication strategy using the communication and marketing team to ensure all employees are aware of the benefits that Circet Ireland & UK offer, particularly our family friendly offerings.

Our Contact Information



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