

Claranet Gender Pay Gap

2023 RESULTS



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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. The core benefit of this captures 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 2023 result



Mean gender pay gap in hourly pay*

*The difference between the average of men's and women's hourly pay. This includes all employees for the whole of the 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 UK employees.



Median gender bonus gap*

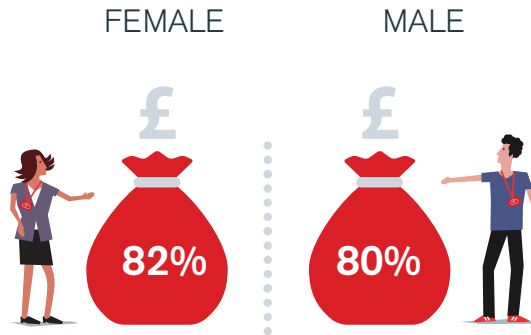
*The difference between the midpoints in the ranges of men's and women's bonus pay in the last 12 months. This includes all employees who receive a bonus as part of their pay.

Our 2023 result



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.



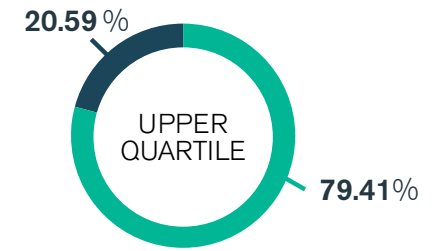
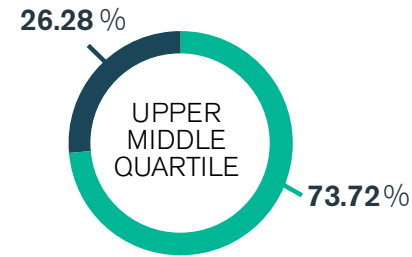
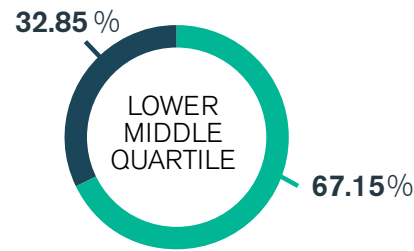
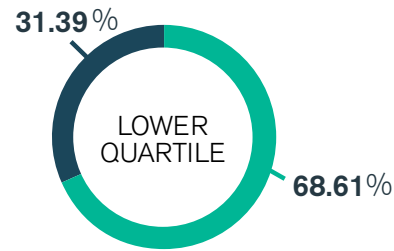
Percentage of males and females receiving a bonus payment*

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



Our 2023 result

Proportion of males and females in each pay quartile*



Lower quartile

2023	68.61%	31.39%
2022	72.79%	27.79%
2021	66.2%	33.8%
2020	68.5%	31.5%
2019	65.6%	34.4%

Lower middle quartile

2023	67.15%	32.85%
2022	62.59%	37.41%
2021	70.8%	29.2%
2020	75.6%	24.4%
2019	77.6%	22.4%

Upper middle quartile

2023	73.72%	26.28%
2022	76.19%	23.81%
2021	80.8%	19.2%
2020	77.2%	22.8%
2019	80%	20%

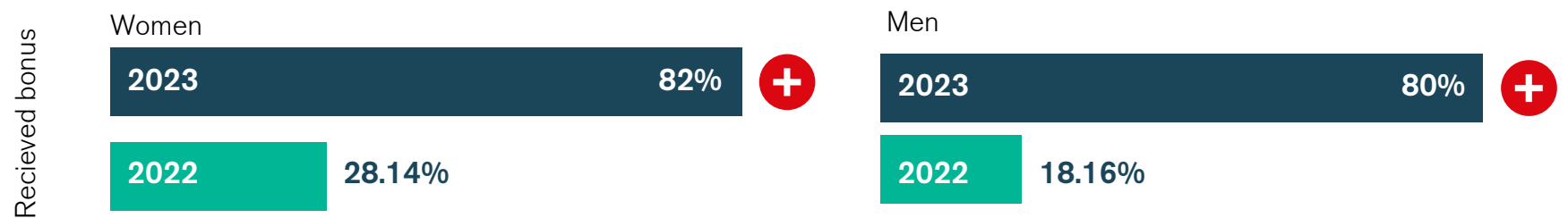
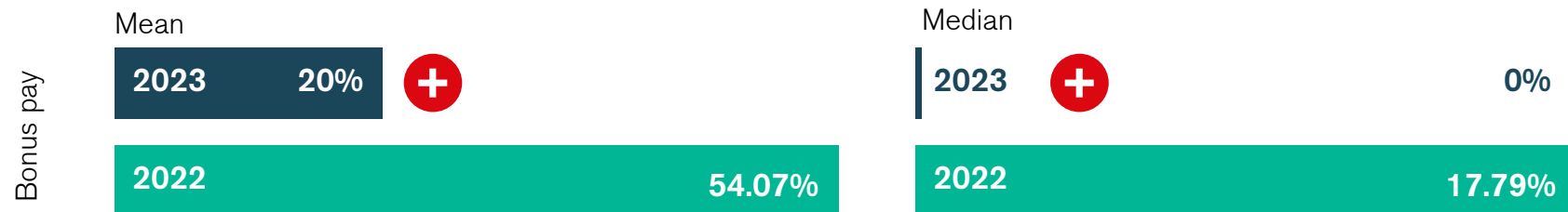
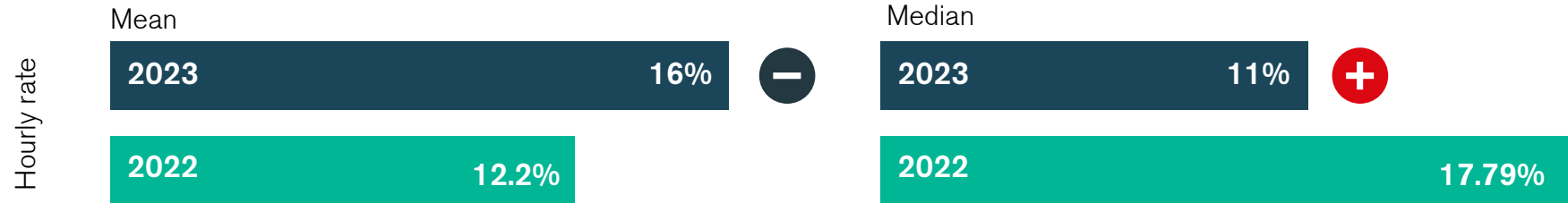
Upper quartile

2023	79.41%	20.59%
2022	80.95%	19.05%
2021	80.2%	19.8%
2020	85.2%	14.8%
2019	85.7%	14.3%

Male Female

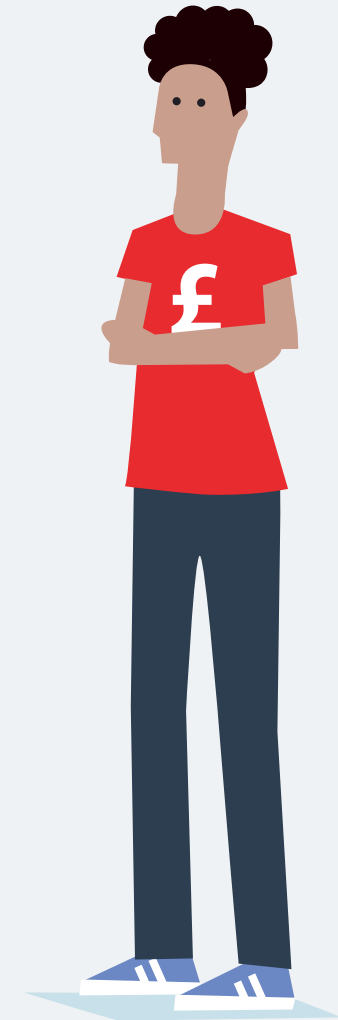
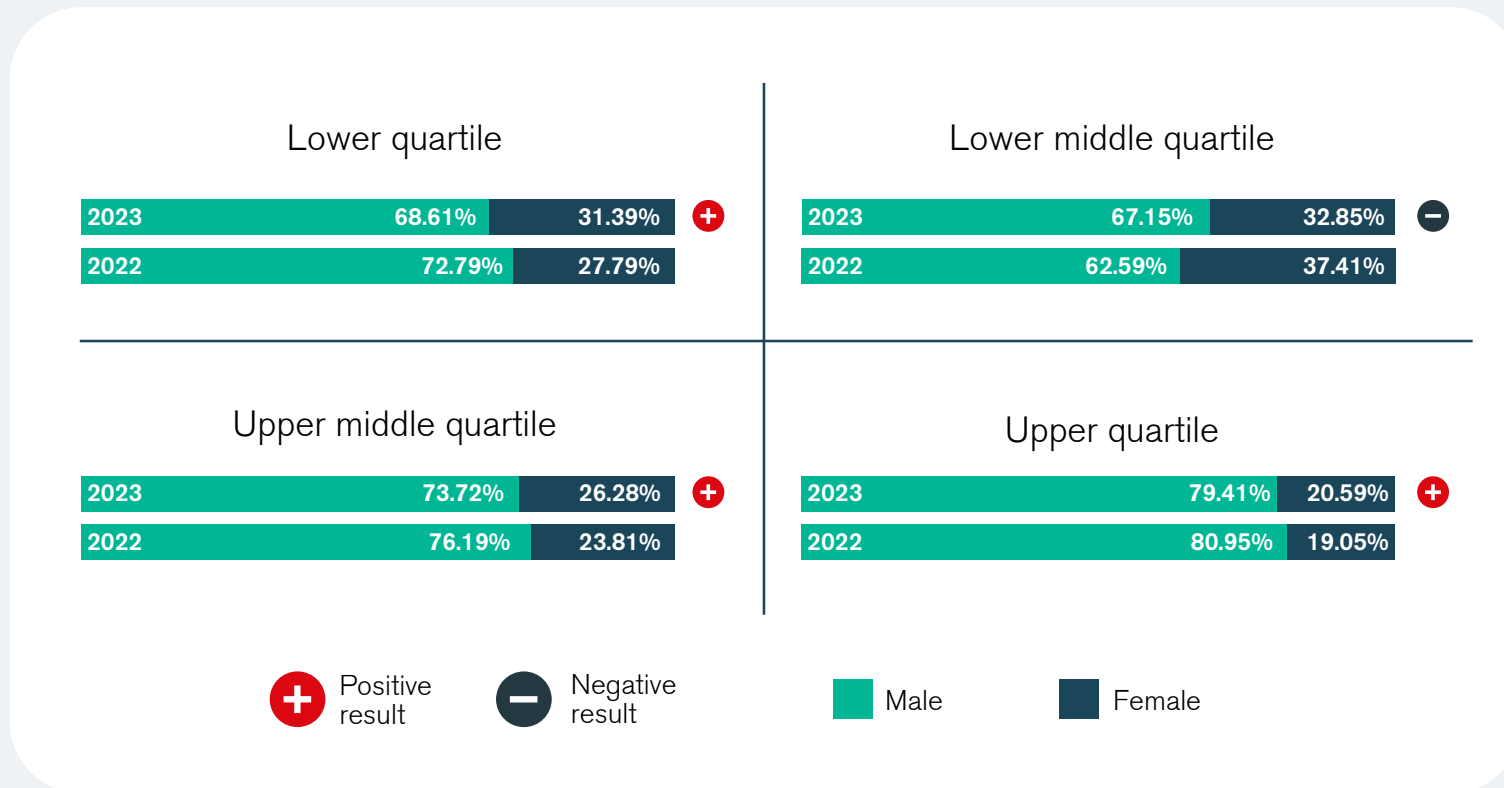
*The proportions of male and female employees in each four pay quartiles based on the overall pay range.

Comparing the difference in a year



Comparing the difference in a year

Proportion of Males vs. Females by quartile



How is Claranet doing?

After one year, our gender pay gap has increased. In April 2023, it stood at 16.39%, up from 12% in April 2022.



What is driving our Gender Pay Gap?

The 3 biggest factors behind our gender pay gap for 2023 are:

1. Gender distribution across job levels:

The main reason for our gender pay gap remains unchanged: like much of the technology industry, we have more men than women across the business, especially in senior roles. Currently, approximately 72% of our employees are male. While our senior leadership team has an even split between genders, the rest of our management community is predominantly male, with only 25% female representation (up from 17% in 2022). This disparity, coupled with fewer senior roles available, limits opportunities for women to progress into leadership positions.

Our figures show that there is work to be done in reducing our pay gap and we are committed to improving our female representation across all levels of our business, but specifically at senior levels of the organisation.

2. Cost of living payments:

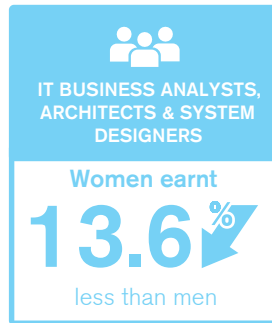
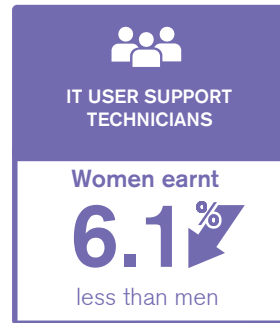
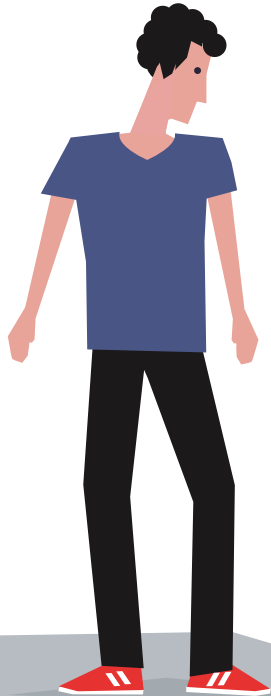
To support employees during the pandemic-induced cost of living crisis, the company issued three payments to those earning up to £80,000 annually. While these payments have impacted bonus metrics (as depicted on Page 6), distribution between males and females has been fairly equal.

3. Business transformational change:

In analysing the gender pay gap we have factored in the impact business changes have had. These changes were imperative to making us a more agile business, allowing us to scale and grow, and make us more competitive in a changing marketplace. These necessary changes will bring with it greater opportunities.

What is the industry **average result?**

The latest reports show that in tech, around 90% of companies pay their male employees more than their female staff. This puts the tech industry's gender pay gap at 16%, higher than the national average of 14.3%.



Source: Office for National Statistics



The Gender Pay Gap overall:

The gender pay gap has been declining slowly over time. Over the last decade it has fallen by approximately a quarter among both full-time employees and all employees.

In 2023, the gap among full-time employees increased to 7.7%, up from 7.6% in 2022. This is still below the gap of 9.0% before the coronavirus (COVID-19) pandemic in 2019. Among all employees, the gender pay gap decreased to 14.3% in 2023, from 14.4% in 2022, and is still below the levels seen in 2019 (17.4%).

Working hard to **close the gap**

We are committed to everyone at Claranet having a long and successful career. We believe this requires a combination of deliberate actions and ensuring that we provide an inclusive and diverse culture in a flexible environment for our people to operate in.

We recognise from our results that there is still so much to do but we are committed more than ever to take responsibility for this crucial change. As we continue to address the gender imbalance in our UK workforce and the gender pay gap, below are some key highlights from our most recent actions:



Attracting talent

Our Talent specialist have been and continue to be focused on attracting and engaging in opportunities to ensure a diverse pipeline of talent across the business:

- We use the gender decoder when writing our adverts to ensure they are attractive to women.
- We advertise our roles on D&I job boards, trying to ensure we attract women in a non-biased way.
- We are part of a number of Women In Tech LinkedIn groups where we promote our vacancies
- We regularly attend D&I events across the UK, focused on women in tech.
- We are in final discussions with G&T (Girls and Tech) to partner with them with some potential great opportunities to advertise roles, networking opportunities and more.



Wellbeing initiatives

We continue to promote and recognising women through our **Wellbeing initiatives** ensuring they have the support from the business from flexible working, to celebrating International Women's Day, menopause, women's health and more.

Not forgetting the men that proudly support and celebrate the women they work with at Claranet every day.



Watch the video:

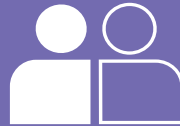
Celebrating the women who make Claranet

Working hard to **close the gap**



Ongoing investment

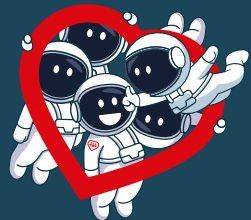
Claranet is committed to the ongoing investment and development of women within the business. Alongside our normal training and development initiatives we have 12 amazing women currently completing an apprenticeship programme, from Business Administration, Data Technician, Desk based Sales to Project Support.



Gender Balance

In our bid to improve and achieve a greater gender balance we continue to be a member of **Cyber First**, a NCSC backed initiative. This year we were lucky enough to sponsor a School in Manchester called Congleton High School Cheshire, as part of the The CyberFirst Girls Competition is the NCSC's flagship cyber security contest for schools, which opens annually to girls in Year 8 (age 12) in England and Wales, S2 in Scotland, and Year 9 in Northern Ireland. Since it launched in 2017, around 70,000 girls have taken part. Over 50 girls attended the celebrations after being crowned champions taking part in activities such as multilingual codebreaking, coding and programming of drones.

We are excited to continue our ongoing relationship and look forward to the day we can welcome, these aspiring young ladies, on our very own apprenticeship programme, when they ready to leave school.

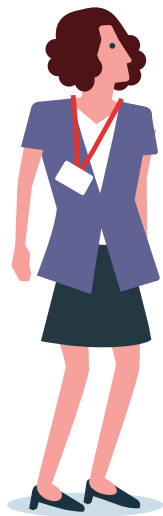


Our People Pact

Aimed to create a positive workplace culture that values all employees and promotes excellence and success in an ethical, inclusive and supportive manner.



We continue to be a signatory to the Tech Talent Charter. This employer-led initiative is leading a movement to address inequality in the UK tech sector and encourages inclusion and increased diversity in the workforce across the UK.



It fosters a culture of learning and development...

Katherine Thomas

Data Specialist

“I joined Claranet in 2019 in an administration position within HR. I was able to take advantage of the apprenticeship programme Claranet has to offer and slowly I moved from that administration role to a data and system specialist role. I have since pivoted my career within the company from HR to a Data Specialist role outside of the HR tower. Claranet fosters a culture of learning and internal development that I’ve rarely seen. I have been able to acquire an entirely new skill set in a developing field, while not having to pay for this education or move to a new organisation.

I'm always impressed that at every level of seniority and across all the different business areas women are represented. I think what makes Claranet so appealing, besides the development opportunities, is the culture of work life balance that is promoted. The support I have continued to receive makes me want to work even harder to continue to make the business successful. I have loved every team I have been a part of, and my experience of the consistency of Claranet's inclusive culture has been wonderful to experience.”

Trinity Rose

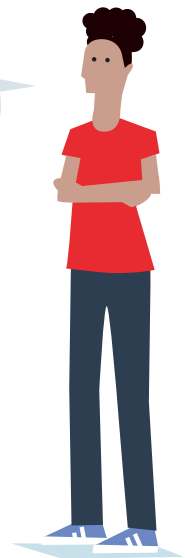
Admin Apprentice

“After joining Claranet in January 2023 I was extremely impressed at the level of active inclusion within the company and consistency in keeping all diverse members of Claranet included in every aspect of the job.

I have spent a large amount of my job communicating between different areas of the business due to my admin role as well as working on customer queries or issues, this has made it quite apparent just how friendly and willing to help, everyone within this company is. The knock-on effect has been that while being an apprentice and still learning many different things, being a heard voice in the company, regardless of the diversities between my colleagues and myself, makes it an enjoyable environment to work within.

Being on the Service Desk for over a year now, I've been able to see other female colleagues join the company and see them being provided the same opportunities as everyone else, this fuels my confidence in Claranet's strive for equality within the business to the best degree and I am proud to be a member of the company as it continues to progress.”

I have a voice in the company...





Aleena Sattar

Inside Sales Manager

"As a female employee at Claranet, I am proud to be part of an organisation that values diversity and equality in the workplace. In my 2 years here, I have found opportunities for growth and advancement which have been fully supported by those around me and fills me with confidence for the future. Particularly as a young female in IT Sales, I am never made to feel any different to my male colleagues and have found that the company culture makes every employee feel valued."

I have also had the benefit of being mentored by strong women and role models within the business, the willingness to provide guidance has made me feel continuously encouraged to grow. Being in a management role also means I have the opportunity to bring new talent to the business, so I hope to continue to bring this kind of guidance, encouragement and support to those individuals. I am confident that Claranet's commitment to gender equality will continue to drive positive change within the company and to the industry as a whole."

Holly Rae

Business Applications & Collaboration Delivery Team Lead

"As a leader within Claranet's Workplace and Cloud practice, my role demands a high degree of technical proficiency, strategic foresight, and a collaborative approach. Operating in a traditionally male-dominated sector, Claranet has been a place of immense growth, opportunity, and support for women in technology."

Claranet's commitment to diversity and inclusion is evident in its policies, culture, and the opportunities it creates for all its employees. The company's supportive environment encourages everyone, regardless of gender, to excel and advance in their careers. This culture of empowerment has enabled me to build a team and pursue further professional development through my studies, aiming to achieve chartered management status with the CMI.

Working for Claranet has reinforced my belief that a diverse workforce is not just a goal to aspire to but a critical factor in driving innovation, understanding our customers better, and achieving success in the tech industry. I am proud to be part of an organisation that recognises the value of each individual and is actively working towards closing the gender pay gap, setting an example for the industry as a whole."





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.

I declare that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.”

Mina Raeburn
HR and People Director, Claranet UK



If you have any questions about
Claranet's Gender Pay Gap,
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Tel: **0207 685 8000**



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