



Gender pay report 2024



Introduction

At Neos Networks, we are dedicated to fostering a diverse and inclusive work environment where everyone feels valued, respected, and a sense of belonging. Embracing diversity is key to our long-term success, and we are focused on attracting, recruiting, and retaining talent from all backgrounds, across every role and level within the organisation.

Our gender pay gap is primarily influenced by the underrepresentation of women in senior and technical roles, as well as in revenue-generating positions, which are typically associated with higher fixed and variable pay. While we are committed to addressing this imbalance, we recognise that progress will take time, given the broader societal factors and the lower representation of women in Telecoms/Technology (STEM) industries.

Although we have a small improvement in our pay gap, we acknowledge there is still work to be done in achieving a gender-balanced workforce. This remains our goal.



Vicky Bon

HR Director

What our gender pay gaps measure

The gender pay gap refers to the difference in the average hourly pay between men and women, regardless of their role. It differs from equal pay, which ensures that men and women receive equal pay for performing the same or equivalent work.

Statutory declaration:

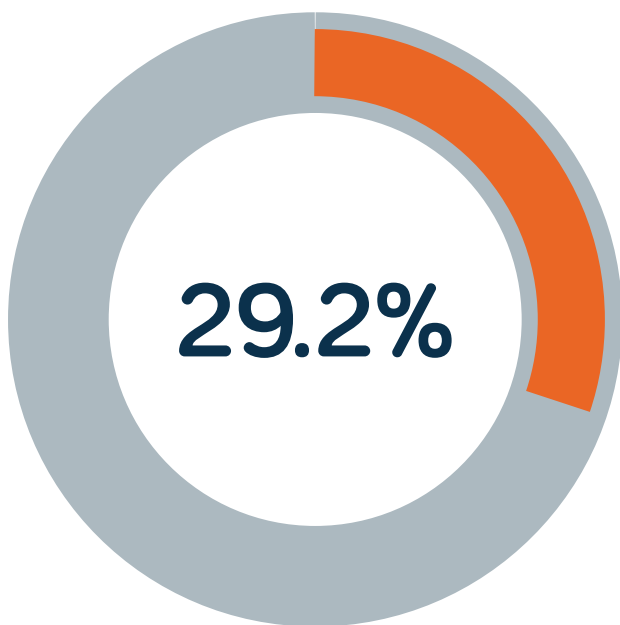
I confirm that our gender pay gap data has been calculated in compliance with the requirements outlined in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



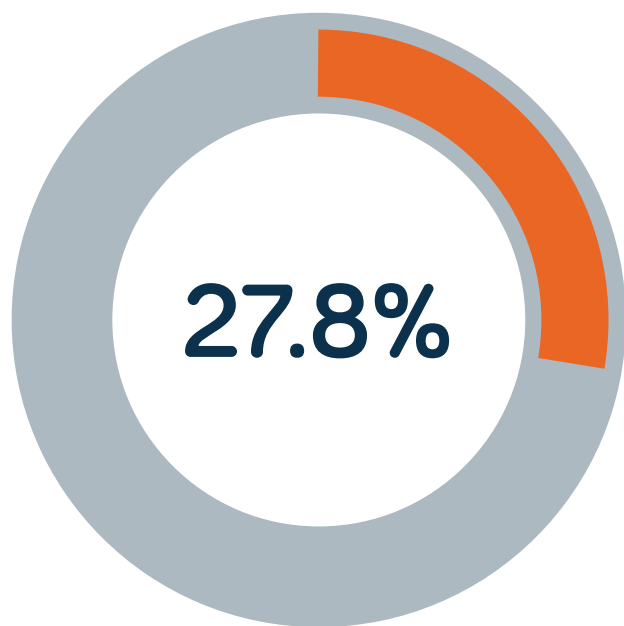
Our results: 5 April 2024

Our gender pay gap data is based on a snapshot taken on 5 April 2024. At that time, 71% of our employees were men, and 29% were women.

Hourly pay gap



Median



Mean

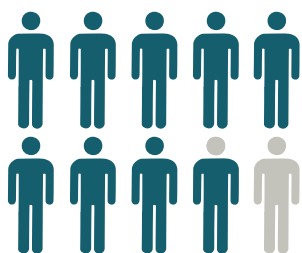
The pay gap figures are impacted by commission payments included in the data for our snapshot date. As fewer women are in roles that attract these additional variable payments, this contributes to the gender pay gap.

Our mean and median pay gap have improved compared to the previous reporting period.



Percentile

Upper

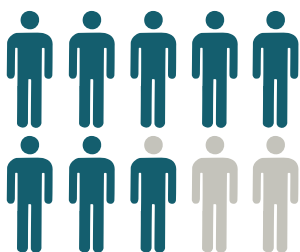


88.1%



11.9%

Upper middle

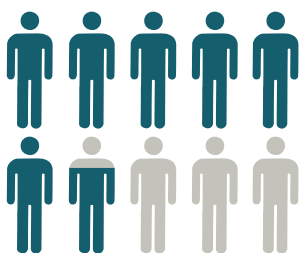


79.7%



20.3%

Lower middle

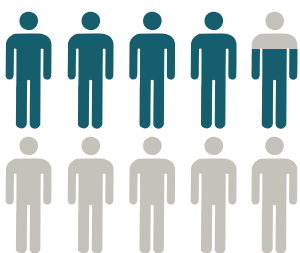


67.2%

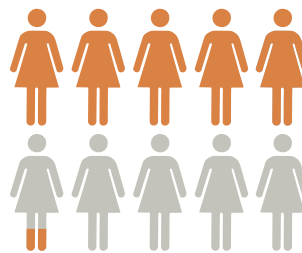


32.8%

Lower



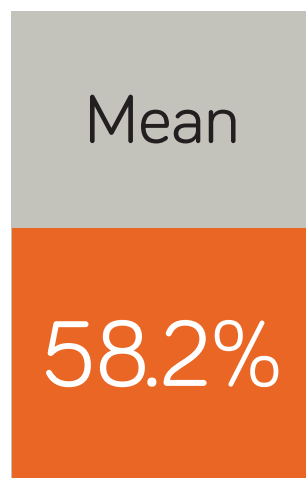
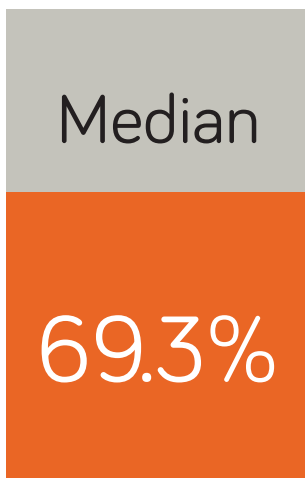
47.9%



52.1%

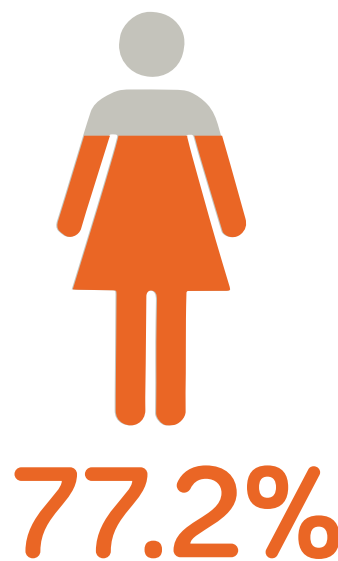
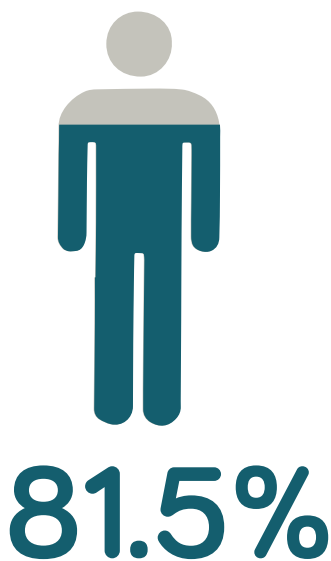


Bonus pay gap



All employees are eligible for an annual bonus through our incentive plan, with eligibility based on start date. The bonus pay gap, includes both the annual incentive and commission payments.

% receiving a bonus



Our annual bonus is calculated on a % of salary and is therefore impacted by the number of women who work flexibly on a part-time basis.



Initiatives to close the pay gap

Recruitment:

To address the gender pay gap, we are focusing on how we attract more women to apply for senior and sales roles. We offer hybrid working and a variety of flexible working practices to attract and retain women in these roles. Most of our positions are advertised with flexible working options, and we are actively reviewing our recruitment practices to ensure inclusivity. Increasingly we are advertising our roles with a salary range to increase pay transparency.

Employment practices:

Our enhanced maternity pay and flexible working arrangements mean all women return to work after maternity or adoption leave. Additionally, we offer a return-to-work incentive, allowing employees to work 80% of their usual hours for 100% of their pay for a six-month period.

We have an established menopause policy and wellbeing resources to support a gender and age inclusive place of work.

Training:

We provide all employees with Equality, Diversity, and Inclusion training, which is periodically repeated. We are committed to further investing in education on topics like sexual harassment, and inclusive recruitment practices.

Expanding our EDI networks:

We recognise that every colleague has valuable contributions to make and our EDI networks continue to help us foster a supportive workforce and environment. To support this, we have created Inclusion Groups that reflect the diverse interests and backgrounds of our employees. Additionally, we are proud members of Inclusive Employers.