



Gender Pay Gap Report 2021

Creating an environment that ensures all colleagues feel they belong is vitally important at Telent.

People are at the heart of everything we do at Telent. We're passionate and focused on creating an inclusive culture where everyone can thrive to reach their full potential, along with encouraging progression for everyone into all roles.

At Telent we're proud to offer excellent opportunities and we believe that our teams should reflect the diverse experiences and backgrounds of the communities we work with. It's why we're committed to building a talented team and supporting a creative, innovative, and vibrant culture which is key to our success.

One area where we work hard is maintaining pay equality for equivalent jobs. Looking across Telent as a whole, there's no pattern of men and women being paid differently for doing the same roles at the same level.

Differences in experience, skills, and performance mean there are individual variations, but we undertake annual reviews to actively address any unwarranted gaps and ensure our policies and procedures are fair.

All data and information used to compile the 2021 report has been prepared using the standard methodology as set out in The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The main reason for the gender pay gap at Telent is due to the overall workforce distribution and the types of roles typically taken. Telent has many more men than women in skilled technical roles, with more women in business support and administrative roles.

What is the gender pay gap?

Median pay gap

We divide our employees into two lines, arranging men and women in order of pay from highest to lowest. The median pay gap compares the hourly pay of women and men in the middle position of their respective lines.

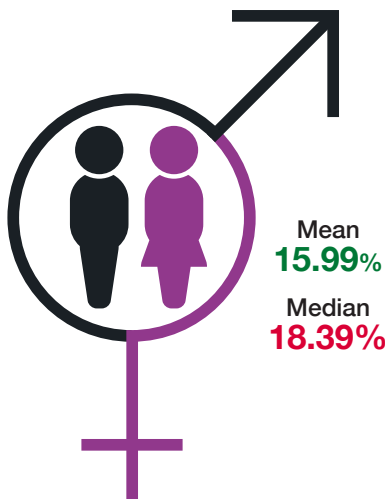
Mean pay gap

The mean pay gap shows the difference in the average hourly rate of pay between men and women. It's calculated by adding all men's pay together and dividing by the total number of men, then comparing the figure against the same calculation for women.

Bonus gap

The median and mean calculations are also carried out when comparing bonuses paid over a 12-month period.

Our gender pay gap results



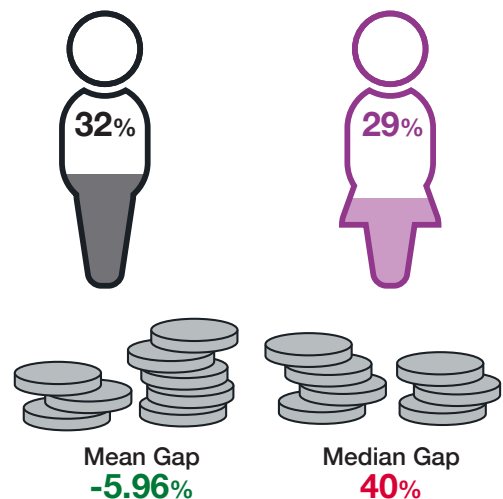
Mean Gender Pay Gap

Men are paid on average 15.99 per cent more than women.

Median Gender Pay Gap

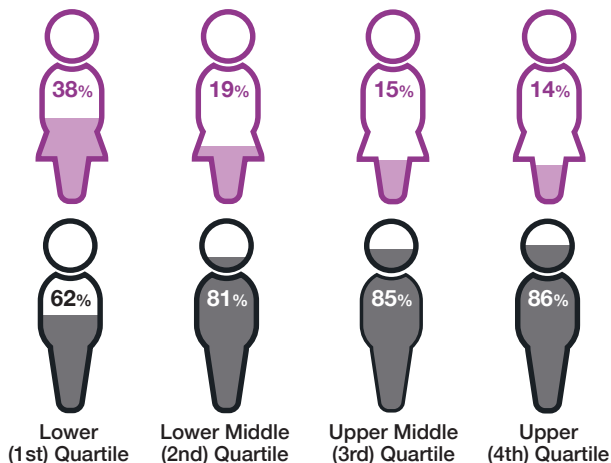
Men are paid on average 18.39 per cent more than women.

Proportion Receiving a Bonus



These figures show that more men than women received a bonus during the year, but that the mean value received by women was higher. The median was higher for men than for women.

Quartiles



Quartiles are calculated by grouping employees into four equal groups: from the highest paid 25 per cent of people (4th quartile), through to the lowest paid 25 per cent (1st quartile).

This diagram shows, for example, that a greater proportion of men than women are in the top 25 per cent of pay (4th quartile). This is also primarily a result of the jobs people do.

Our results in focus

An important point to note is that the gender pay gap measures the overall difference in average pay between men and women looking at the organisation as a whole. This is different from equal pay which is about pay for people doing the same role.

Our gender pay gap shows the mean average pay for a man being higher than for a woman, and this is mainly driven by the different roles that people do. More men than women are in technical roles, while more women than men are in business support and administrative roles. There is still work to do to achieve the levels of diversity across job roles to which we aspire, but we're determined to get there.

Where bonuses have been paid, more men than women received payments. A significant proportion of our technicians are men and are incentivised through the achievement of quality and safety targets.

Tackling the gender pay gap is a long-term goal – not just for Telent but across the UK as a whole. Differences in pay resulting from men and women doing different jobs is likely to affect most, if not all, companies in industries similar to ours. Fewer women than men choose to study STEM (Science,

Technology, Engineering, and Mathematics) subjects at school and university, which then affects the number of women choosing technical careers.

As part of our drive to address this, we work hard to promote our industry to women of all ages. We work closely with schools, colleges, our customers, and with industry bodies to promote interest in STEM subjects among children and young people. We also have specific programmes in place for Apprentices and Graduates.

A number of our female leaders and managers are part of a cross-business personal development network, and we have individuals on (as well as having completed) a 'Women in Leadership Development Programme' run externally with Raise the Bar.

We continue to review a number of key people policies (such as performance management and recruitment) to drive and support equality, diversity and inclusion around the business, and this year we've provided enhancements to our family policies as well as opportunities for agile working.

I confirm that the data and information presented in this report are accurate and meet the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Jemimah Parnell, Group HR Director, Telent

