GENDER PAY GAP REPORT

April 2022

Introduction

✓ Here at Zzoomm we are highly committed to our company values and we strive to embed them in everything we do. We will endeavour to improve our gender diversity by being responsive, open, agile and reliable.

✓ We are dedicated to making the necessary improvements to ensure fairness in gender pay and ensuring inclusivity for all employees. We are committed to building a company that represents the diverse communities we serve.

✓ It is important to recognise that large parts of the industry in which our business operates has historically been dominated by men so achieving gender pay parity will take time and continuous effort because of the high number of individuals in these teams.

✓ Zzoomm is committed to encouraging women into roles in what is a male dominated industry, and this will remain on our agenda with actions to attempt to attract more women into our organisation. Despite an increase in headcount of over 300 employees from April 2021 to April 2022 into mainly typically male dominated construction, fibre and field service roles we have maintained our organisational gender ratio.

✓ We are confident at Zzoomm that men and women in the same roles are paid fairly and that pay is not influenced by gender. However, it is important to highlight that factors contributing to our gender pay gap are not unique to Zzoomm and reflect industry trends.

✓ This is the first year that we have reported our gender pay gap data (having only employed 92 employees in April 2021). The data focal point was 5 April 2022, reporting on **370** employees.

Commitments & Actions

➢ We are introducing and building on previous initiatives to actively encourage females into roles at all levels across the business, as well as proactively identifying and removing, where necessary, barriers that may prevent individuals from applying for, or staying in, roles at Zzoomm.

➢ We have created and introduced job families and grading structures to ensure equal pay.

➢ We have regularly benchmarked all of our roles to identify any anomalies and have made compensation adjustments to remedy any gaps.

➢ We have introduced a hybrid working policy to enable current and future employees to balance both the demands of work and home.

➢ We updated our family leave policy introducing enhanced maternity and paternity pay.

➢ We've implemented a psychometric assessment tool to reduce potential bias from our interview process

➢ A strong focus on career progression has helped us to develop and retain our people.

➢ We have expanded our diversity, equality and inclusion agenda to encourage a culture of openness and inclusivity

➢ We have made sure that our inclusive culture is represented on our website and many platforms where we have a visible online presence.

➢ Moving forward, we are taking a proactive approach to remove potential gender bias from our language in recruitment, job descriptions and social media.

➢ We are committed to reducing the gender pay gap and have a dedicated Women in Zzoomm group (WiZ) to focus on introducing actions which are meaningful and contribute to improving gender diversity at Zzoomm.

➢ We are developing specific initiatives to encourage females into early careers in underrepresented roles.

Gender Pay Gap Calculations

The Gender Pay Gap shows the difference between the average (mean or median) pay of men and women. This is expressed as a percentage of men's pay. Where a negative figure is reported, this means that women earn more than men.

Mean gender pay gap shows the difference in the average hourly rate between men and women in Zzoomm

Median gender pay gap is calculated by putting all employees in order from highest to lowest hourly pay. The median pay gap shows the difference in pay between the female and the male in the middle of each data set.

This is not the same as "equal pay" which looks at the difference in pay between men and women who carry out the same or similar job ("work of equal value").

Pay quartiles are calculated by dividing the workforce into four equal segments from the lowest hourly paid worker to the highest.

The gender breakdown of our workforce on 5 April 2022 was:

♀	45	12%
♂	325	88%

Gender Pay Gap
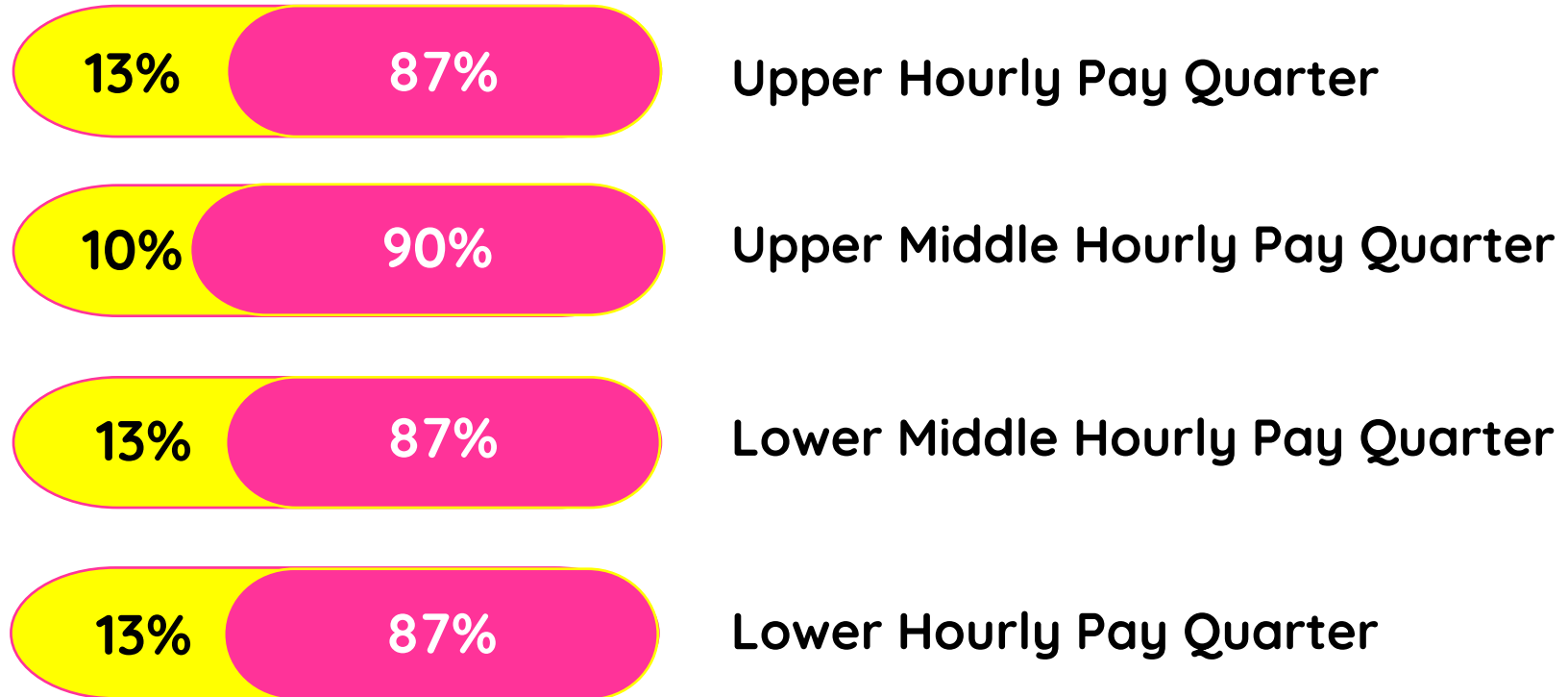
ZZOOMM

3.7%

Mean Pay Gap

4%

Median Pay Gap

On average, men at Zzoomm are paid 3.7% more than women. This means for every £1 a man earns, a woman earns £0.965

When using the median, men at Zzoomm are paid 4% more than women. This means for every £1 a man earns, a woman earns £0.962

Gender Bonus Gap

37%

Mean Bonus Pay Gap

-9.7%

Median Bonus Pay Gap

On average, men at Zzoomm are paid 37% more in bonus pay than women. This means for every £1 a man receives in bonus pay, a woman receives £0.73

When using the Median, women at Zzoomm receive 9.7% more bonus than men. Which means for every £1 a man receives in bonus pay a woman receives £1.097

Proportion of employees receiving bonus pay

ZZOOMM

69%
51%
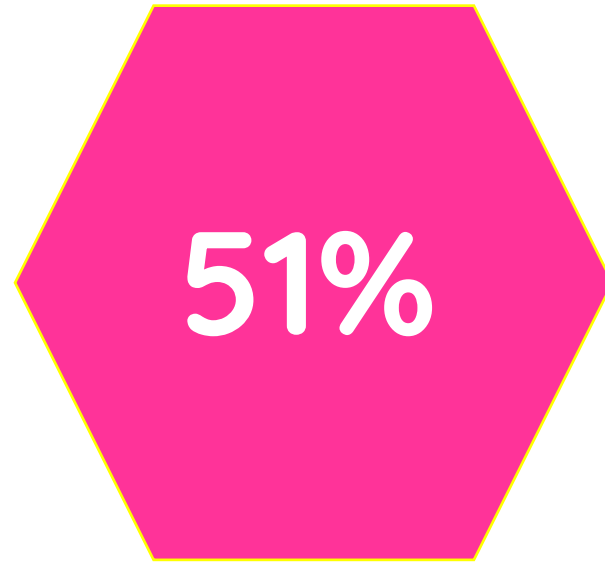
Women at Zzoomm are proportionately more likely to receive a bonus than men.

Female

Male

Zzoomm vs UK

3.7%

Zzoomm average

8.3%

UK Average*

On average, men at Zzoomm are paid 3.7% more than women; however, the difference between average hourly earnings for men and women in the United Kingdom is 8.3% in favour of men.

This means for every £1 a man earns at Zzoomm, a woman earns £0.965

Whereas, in the UK for every £1 a man earns a woman will earn £0.925

*Figure as per the Office for National Statistics, April 2022

Declaration

This report was approved by the Chief Executive and People Director of Zzoomm plc

Rachel Woolf
People Director

Matthew Hare
Chief Executive