



**KCOM**

**Gender pay gap report  
2021**

## Our 2021 Gender Pay Gap Report

KCOM is an equal opportunities employer and our drive is to create and encourage an environment where individuals of all genders, ethnicities, orientations and backgrounds can flourish. We recognise that our current Gender Pay Gap leaves work to be done, but we are committed to closing it.

### KCOM Pay and bonus

Difference between men and women

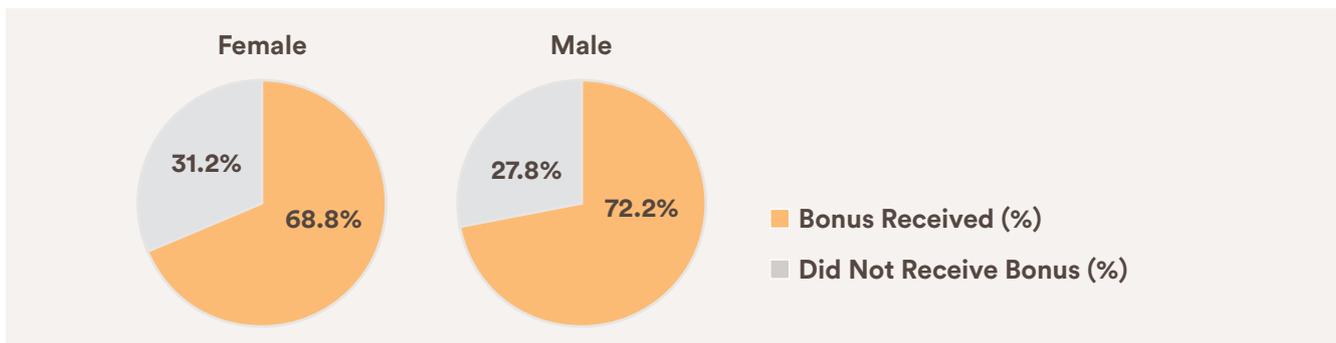
#### Apr 2021 Gender Pay Gap

	Mean	Median
Pay gap	29.3%	37.7%
Bonus gap	42.6%	0.0%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women at KCOM in the year up to 4 April 2021, i.e. for the 2020/21 performance year.

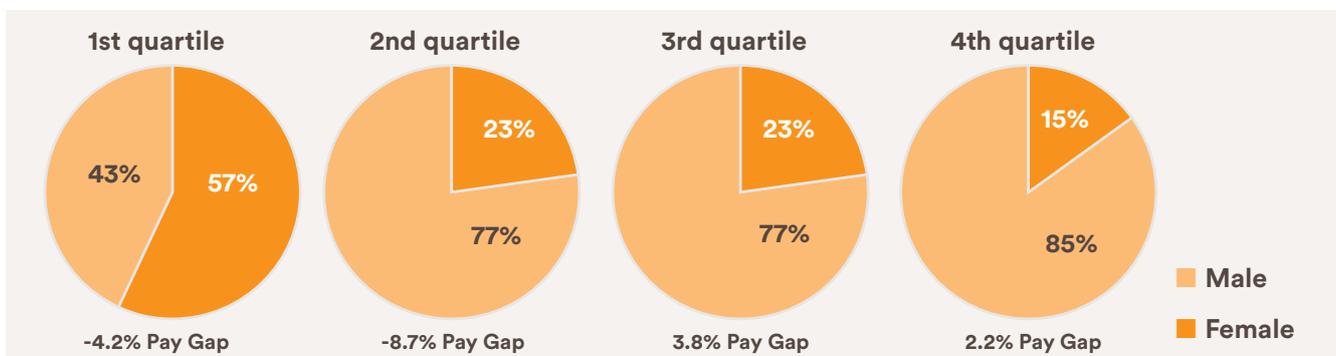
#### Proportion of employees receiving bonus

For the purposes of measurement, 'bonus' includes any annual bonus, Long Term Incentive Plan (LTIP) payments, commission and small, ad-hoc rewards such as colleague recognition awards and long service awards.



### Gender distribution by quartile

The image below illustrates the gender distribution at KCOM across four equally sized quartiles, each contains 305 colleagues.



## The figures: their meaning and our commitment

On a like-for-like basis, we have seen little movement in our gender pay figures.

The figures highlight that there remains ongoing issues to be resolved to bring greater balance to our organisation. We are committed to achieving this balance and have a series of initiatives in place to reach our goal.

Our initiatives for achieving this balance are based on our assessment that the current pay gap is principally driven by the ratio of male to female employees within certain specific functional areas of our business.

These functional areas – which include traditionally male-dominated technical and engineering areas – are parts of our organisation where we are placing significant focus on encouraging more diverse participation.

## Nurturing female talent

It is important that we provide the appropriate level of support for women across our business through the employee lifecycle.

One area we have focused on is the level of support we provide during the maternity and adoption process. Our aim is to give every female employee the opportunity to progress their career alongside their changing family circumstances.

## Inspiring young women to engage in our industry

We continue to participate in a range of activities designed to encourage girls and young women to consider technology, engineering and business support as potential future career streams.

We believe we have the potential to make the biggest, most lasting change to our business – and to our industry overall – if we are successful in breaking down barriers long before young women begin considering their future career options.

By interacting with the many schools and colleges across our region, we seek to inspire both girls and boys to consider engineering courses, technical education and meaningful careers in our sector at an early age. Female engineers and IT technicians who are already making their mark at KCOM regularly attend events, such as Women in Manufacturing (WiME) conferences, aimed at attracting more women into technical roles across our business. We will continue to do so going forwards.

## Backing our commitment with action

The figures for the year ending April 2021 demonstrate that we need to continue working to tackle the gender pay gap within our business.

While we recognise that underlying and historical trends within our industry have contributed to issues of lack of gender diversity, we believe there is much more we can do as a business to redress the balance in our own employee base. Many initiatives have already been put in place, but further focus is required to make a fundamental change. We are committed to identifying any opportunities, and barriers to achieving a 50/50 gender balance and to work to remove them

**Tim Shaw**  
**Chief Executive Officer**  
March 2022