

## Network Plus Gender Pay Report

April 2019

Network Plus is an equal opportunities employer and is committed to increasing the diversity of our workforce and providing a fair and equitable level of pay for all employees. We continue to work hard to improve the gender balance across the business and become a more inclusive place to work.

We pay our colleagues according to their role not their gender. However, many of our operational staff are male, undertaking specialist roles. We also work in an industry where growth is achieved by winning new contracts. When this happens, TUPE transfer of employees is commonplace and the majority of transferring employees are males on protected terms of employment and bonus arrangements.

These two factors have a significant impact on our pay gap and our gender balance.

The table below, using data from the 2018/19 period, shows our current performance in this area,

Measure	Performance
Number of Relevant Employees	432
Median Gender Pay Gap (%)	34.4%
Mean Gender Pay Gap (%)	38.9%
Proportion of males and females in lower pay quartile (%)	31.5% / 68.5%
Proportion of males and females in lower middle pay quartile (%)	71.3% / 28.7%
Proportion of males and females in upper middle pay quartile (%)	56.5% / 43.5%
Proportion of males and females in upper pay quartile (%)	85.2% / 14.8%
Median Gender Bonus Gap (%)	11%
Mean Gender Bonus Gap (%)	29%
Proportion of males receiving a bonus payment (%)	58%
Proportion of females receiving a bonus payment (%)	44%

Females make up 34% of the overall workforce, and there are fewer women than men in senior roles across the business, with only 8.1% of females in the upper pay quartile.

Significant growth across the business during 2018/19 has meant that 35% of new starters were female during this time, predominantly working within Administration roles, with the number of males employed by the organisation decreasing slightly from 72% to 66% during this period.

As the company continues to develop and grow, we are actively seeking ways to improve any imbalance. We are continually working to achieve the key areas of development set to improve our gender balance and workforce diversity. Since 2017, these have included:

- A review of the pay and grading structures for appropriate roles across the business
- The implementation of a successful apprentice scheme and training & development programme, supporting both the operational roles and the operational support roles.

The Company is also committed to developing and maintaining the following initiatives:

- Continuing to develop our links within the community, by building relationships with local schools, colleges and councils to support the recruitment of representative candidates
- Develop and implement a Graduate recruitment programme
- Continuing to ensure our recruitment practices attract a higher proportion of women to the industry

January 2020

- Continue to review our talent management and succession planning practices to increase the proportion of women in senior positions.

We are firmly committed to these initiatives and will maintain our progress in these areas over the coming year.

A handwritten signature in black ink, appearing to read "Dan Holland".

**Dan Holland**  
Chief Executive Officer