

## Network Plus Gender Pay Report

### April 2021

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 2020/21 period, shows our current performance in this area,

Measure	Performance
Number of Relevant Employees	1202
Median Gender Pay Gap (%)	26.5%
Mean Gender Pay Gap (%)	33.6%
Proportion of males and females in lower pay quartile (%)	31% / 69%
Proportion of males and females in lower middle pay quartile (%)	62% / 38%
Proportion of males and females in upper middle pay quartile (%)	83% / 17%
Proportion of males and females in upper pay quartile (%)	83% / 12%
Median Gender Bonus Gap (%)	31%
Mean Gender Bonus Gap (%)	33.6%
Proportion of males receiving a bonus payment (%)	7%
Proportion of females receiving a bonus payment (%)	1%

Females make up 33% of the overall workforce, and there are fewer women than men in senior roles across the business, with 12% of females in the upper pay quartile, which is a decrease of 3% based on the data collated in 2020.

The continued growth across the business during 2020/21 has meant that 31% of new starters were female during this time. *Although the business continued to be affected by the outbreak of coronavirus during this period, less than 1% of the workforce were furloughed in April 2021, none of these employees were female.*

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, which we will continue to review on a yearly basis.
- The implementation of a successful apprentice scheme and graduate programme across the business
- A robust training & development programme, supporting both the operational roles and the operational support roles.
- The successful integration of a Recruitment Department, to support the continuing needs of the growing business, whilst ensuring our recruitment practices attract a higher proportion of women to the industry.
- Developed successful links within our local community, building relationships with local

schools, colleges and councils which has supported the recruitment of representative candidates.

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

- Establish a Learning and Development Department who will continue to review and support 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". The signature is written in a cursive, flowing style.

**Dan Holland**  
Chief Executive Officer